

ERNEST ORLANDO LAWRENCE  
BERKELEY NATIONAL LABORATORY  
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# **AFFIRMATIVE ACTION PROGRAM**

## **2003**

**October 1<sup>st</sup> 2002 to September 30<sup>th</sup> 2003**

# Affirmative Action Program 2003

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Ernest Orlando Lawrence Berkeley National Laboratory is managed under Contract No. DE AC03-76SF300098 (Contract 98) for the U.S. Department of Energy (DOE) by the University of California. As a federal government contractor, the Laboratory is subject to executive orders and regulations pertaining to affirmative action and equal employment opportunity.

#### **LABORATORY MISSION**

Berkeley Lab is a multi-program research facility operated by the University of California for the Department of Energy. As an integral element of DOE's National Laboratory System, Berkeley Lab supports DOE's missions in fundamental science, energy resources, and environmental quality. Berkeley Lab programs advance four distinct goals for DOE and the nation.

- To perform leading multidisciplinary research in the energy sciences, general sciences, biosciences, and computing sciences in a manner that ensures employee and public safety and protection of the environment.
- To develop and operate unique national experimental facilities for qualified investigators.
- To educate and train future generations of scientists and engineers to promote national science and education goals.
- To transfer knowledge and technological innovations and to foster productive relationships among Berkeley Lab's research programs, universities, and industry in order to promote national economic competitiveness.

Berkeley Lab's programs, all unclassified, support DOE's mission for "a secure and reliable energy system that is environmentally and economically sustainable" and for "continued United States leadership in science and technology," as enunciated in DOE's Strategic Plan. These efforts support the Comprehensive National Energy Strategy to "work internationally on global issues," to "improve the efficiency of the energy system," and to "expand future energy choices through wise investments in basic science and new technologies."

**SCIENTIFIC ROLE AND  
LABORATORY PROFILE**

Berkeley Lab is unique among the multiprogram laboratories with its close proximity to a major research university, the University of California at Berkeley. The Laboratory's principal role for DOE is fundamental science, including developing powerful experimental and computational systems for exploring properties of matter, deepening understanding of molecular interactions and synthesis, and gaining insights into biological molecules, cells, and tissues. The Laboratory is a major contributor of research on energy resources, including the earth's structure and energy reservoirs, fusion, combustion of fuels, and keys to efficient energy storage and use. The Laboratory is extensively involved in environmental research, including subsurface contaminant transport, bioremediation and indoor air quality. User facilities include the Advanced Light Source, National Energy Research Scientific Computing Center, National Center for Electron Microscopy, 88-Inch Cyclotron, Biomedical Isotope Facility and National Tritium Labeling Facility. Our multidisciplinary research environment and unique location serve to strengthen partnerships with industry, universities and government laboratories. Partnerships include the Joint Genome Institute and programs in advanced accelerator and detector systems, x-ray lithography, high-speed networking and computer architectures, building and lighting systems, and science education. These principal, contributing and specialized participating roles support DOE's Strategic Laboratory Missions Plan, and are based on the core competencies described below.

Berkeley Lab complements the work at other national laboratories in several key national program areas. Its detector expertise deployed in the STAR detector now operating at the Relativistic Heavy Ion Collider complements accelerator efforts at Brookhaven National Laboratory. This is also the case for our work on the BaBar Detector for the Stanford Linear Accelerator Center (SLAC). Also complementary to SLAC is our work on storage rings through the completion of the Low-Energy Ring at the B Factory. Berkeley Lab's ion source efforts in developing the front end of the Spallation Neutron Source complement the experimental systems being developed at Oak Ridge National Laboratory, the linac work being conducted at Los Alamos National Laboratory, and the compressor ring design and development at Brookhaven National Laboratory. Berkeley Lab's unique expertise in induction linacs also called for our complementary contributions to the Dual Axis Radiographic Hydrodynamic Test Facility. The Laboratory's research also lends itself to exploring accelerator-based methods for Boron Neutron Capture Therapy, complementing work at other labs that is based on reactors, such as at Brookhaven and Idaho. In the biosciences, Berkeley Lab's automation and genomics work complements the competencies at Los Alamos and Livermore Laboratories whose programs have come together at the Joint Genome Institute's Production Sequencing Facility, now among the most productive sequencing operations in the world.

**CORE COMPETENCIES**

The ability of Berkeley Lab to advance its strategic roles for DOE depends upon its “core competencies.” These competencies are an integration of research disciplines, personnel, skills, technologies, and facilities that produce valuable results for our sponsors and customers. The core competencies also enable the Berkeley Lab to respond to rapidly changing national needs and new research problems.

- **Computational Science and Engineering:** Computational fluid dynamics; applied mathematics; computational chemical sciences; algorithms for scalable systems; discretization algorithms for partial differential equations; distributed memory; visualization techniques; scientific data management; network research; collaborative technologies.
- **Particle and Photon Beams:** Analysis and design of accelerators; induction linacs and neutral beams for fusion energy; beam dynamics; high-brightness ion, electron, and photon sources; advanced magnet design and research and development; rf technology; x-ray optics and Lithography; ion beam sources for lithography and semi-conductor processing.
- **Bioscience and Biotechnology:** Structural biology; genome research; bioinstrumentation; medical imaging; biology of aging and human diseases; biomolecular design; environmental biology.
- **Characterization, Synthesis, and Theory of Materials:** Advanced spectroscopies and microscopies based on photons, electrons, and scanning probes; ceramics; alloys; heterostructures; superconducting, magnetic, and atomically structured materials; bio-organic synthesis.
- **Advanced Technologies for Energy Supply and Energy Efficiency:** Subsurface resources and processes; building technologies; electrochemistry; fossil fuel technologies; energy analysis.
- **Chemical Dynamics, Catalysis, and Surface Science: Reaction dynamics;** photochemistry of molecules and free radicals; surface structures and functions; heterogeneous, homogeneous, and enzymatic catalysis.
- **Advanced Detector Systems:** Major detectors for high-energy physics, nuclear science, and astrophysics; scientific conception and project leadership; advances in particle and photon detection; implementation of new concepts in detector technology.
- **Environmental Assessment and Remediation:** Advanced instrumentation and methods for environmental characterization and monitoring; human health and ecological risk assessment; indoor air quality; subsurface remediation of contaminants; geologic isolation of high-level nuclear waste; actinide chemistry.

**DIVISION RESPONSIBILITIES**

While the core competencies underpin the Laboratory's role for DOE, to achieve DOE programmatic goals the Laboratory is managed through divisions that implement DOE and other sponsors' research programs. These divisions have line and project management responsibility to assure that DOE programs are implemented within scope, schedule, and budget, and performed in a safe and environmentally protective manner. The Laboratory's divisions are structured to serve multiprogram needs, and their strengths are summarized below. Importantly, many projects are staffed and supported through a matrix of divisions, with computational and engineering integrated across the biosciences, general sciences and energy sciences divisions.

**Computing Sciences**

**Information and Computing Sciences:** Advanced software engineering; information management; network development; scientific imaging and visualization tools; collaborative technologies; biostatistics; distributed control of applications.

**National Energy Research Scientific Computing (NERSC):** Unsurpassed high-end computing services to the energy research user community; access to seven state-of the-art computers; including the Cray T3E-900 and J90s; collaboration and support for external users and computational scientists for modeling, software implementation, and system architecture, as well as science-of-scale projects; computation tools for the Human Genome Project; scientific data management.

**Energy Sciences Network (ESnet):** Nationwide high-speed computer-data-communications network that underpins DOE's laboratory and university research.

**Center for Computational Science and Engineering:** High-resolution numerical methods for partial differential equations; adaptive methodologies; computational fluid dynamics; algorithms for parallel architectures; scientific visualizations.

**Energy Sciences**

- **Advanced Light Source (ALS):** Provides a growing scientific user community with high-brightness ultraviolet, soft x-ray and intermediate energy x-rays for scientific advancement in many fields; supporting scientists from universities, government, and industry in areas such as protein crystallography, condensed matter physics, reaction dynamics, surface science, and molecular environmental sciences and biology; user services and experimental systems support, operational systems, optical and beamline systems, synchrotron physics and engineering.
- **Chemical Sciences:** Chemical physics and the dynamics of chemical reactions; structure and reactivity of transient species; synthetic chemistry; homogeneous and heterogeneous catalysis; Chemistry of the actinide elements; molecular and environmental Chemistry; atomic physics.
- **Earth Sciences:** Structure, composition, and dynamics of Earth's subsurface; geophysical imaging methods; chemical and physical transport in geologic systems; isotopic geochemistry; physicochemical process investigations and environmental biotechnology.

**Energy Sciences (continued)**

- **Advanced Light Source (ALS):** Provides a growing scientific user community with high-brightness ultraviolet, soft x-ray and intermediate energy x-rays for scientific advancement in many fields; supporting scientists from universities, government, and industry in areas such as protein crystallography, condensed matter physics, reaction dynamics, surface science, and molecular environmental sciences and biology; user services and experimental systems support, operational systems, optical and beamline systems, synchrotron physics and engineering.
- **Chemical Sciences:** Chemical physics and the dynamics of chemical reactions; structure and reactivity of transient species; synthetic chemistry; homogeneous and heterogeneous catalysis; Chemistry of the actinide elements; molecular and environmental Chemistry; atomic physics.
- **Earth Sciences:** Structure, composition, and dynamics of Earth's subsurface; geophysical imaging methods; chemical and physical transport in geologic systems; isotopic geochemistry; physicochemical process investigations and environmental biotechnology.
- **Environmental Energy Technologies:** Energy-efficient building technologies; indoor air quality; batteries and fuel cells for electric vehicles; combustion, emissions, and air quality; industrial, transportation, and utility energy use; national and international energy policy studies; aspects of global climate change related to energy.
- **Materials Sciences:** Advanced ceramic, metallic, polymeric, magnetic, biological, and semi- and superconducting materials for catalytic, electronic, optical, magnetic, structural, and specialty applications; exploration of low-dimensional materials; development and use of instrumentation, including spectroscopies, electron microscopy, x-ray optics, nuclear magnetic resonance, and analytical tools for ultrafast processes and surface analysis.

**Biosciences**

- **Life Sciences:** Gene expression; molecular genetics; genome expression; molecular genetics; genome sequencing studies; cellular differentiation; carcinogenesis and aging; hematopoiesis; subcellular structure; DNA repair; diagnostic and functional imaging; innovative microscopies; radiation biology; animal models of disease; computational biology; environmental biology.
- **Genomics:** The Genomics Division is tasked with developing and exploiting new sequencing and other high-throughput, genome-scale, and computational technologies as a means for discovering and characterizing the basic principles and relationships underlying the organization, function, and evolution of living systems.

**Biosciences (continued)**

- **Physical Biosciences:** Development of physical science techniques to elucidate important biological problems including macromolecular and mesoscopic structure, function and dynamics; Rapid automated methods for gene expression optimization; biochemical reaction networks; cellular machinery engineering; high throughput determination of protein structure and function; sensory and signaling systems; nanoscale manipulation of molecular architecture; genetics and mechanisms of photosynthesis; operation and development of the Macromolecular **Crystallography Facility at the ALS.**

**General Sciences**

- **Accelerator and Fusion Research:** Fundamental accelerator physics research; accelerator design and operation; advanced accelerator technology development for high energy and nuclear physics; Accelerator and beam physics research for heavy-ion fusion; beam and plasma tools for materials sciences, semiconductor fabrication, and engineering and biomedical applications.
- **Nuclear Science:** Relativistic heavy-ion physics; low-energy nuclear physics; nuclear structure; nuclear theory; nuclear astrophysics; weak interactions; nuclear chemistry; studies of transuranium Elements; nuclear data evaluation; advanced detector development; operation of the 88-Inch Cyclotron; pre-college education programs.
- **Physics:** Experimental and theoretical particle physics; advanced detector development; particle database for the high energy physics community; astrophysics; innovative programs for education and outreach.

**Resources and Operations**

- **Engineering:** Engineering design, planning, and concept development; advanced accelerator components; electronic and mechanical instrumentation; scientific applications software Development; laboratory automation; fabrication of detectors and experimental systems
- **Environment, Health, and Safety:** Technical support for protecting the safety of Berkeley Lab employees, the public, and the environment; radiation safety associated with accelerator technology, hazards assessment and control of radionuclides; waste management.
- **Resource Departments:** Administrative, financial, human resources, technical services, and facilities support for research and Laboratory management.

**BERKELEY LAB'S  
VISION 2010**

As a part of its ongoing strategic planning activities, Berkeley Lab has prepared a Vision 2010 that identified key scientific opportunities that support DOE scientific missions and Berkeley Lab's national role within the DOE system of laboratories. Five key areas provide the long-term outlook for Vision 2010 as the Laboratory enters the next millennium: understanding the universe, complex systems, quantitative biology, new energy sources and solutions, and integrating computing with our research.

- **Understanding the Universe.** In a historic sense, high energy and nuclear physics are at the heart of the Laboratory. The programs remain vital and productive, with exciting opportunities on the horizon that match our core capabilities. The Berkeley-led Supernova Cosmology Project shared Science magazine's citation as "Breakthrough of the Year for 1998." Calibration and data collection have begun at the Sudbury Neutrino Observatory. The STAR detector at Brookhaven's RHIC and the PEP II B Factory at SLAC are now being commissioned. In June, the discovery of superheavy elements 116 and 118 at the 88-Inch Cyclotron made headlines around the world. We are investigating optical accelerator technologies using laser-plasma acceleration as a key new direction for high energy accelerators of the future. Our results are encouraging, but a long way from being practical. A high priority at the Laboratory is to discover and accurately define the most fundamental properties of matter and energy in the universe through a supernova satellite, moving earth-bound observations to space. These observations would have sufficient precision to answer fundamental questions concerning the mass density, vacuum energy, and curvature of space.
- **Complex Systems.** With DOE, the Laboratory organized and co-hosted a workshop in Berkeley, chaired by the Associate Director for Basic Energy Sciences and the Director of Berkeley Lab. The purpose of the workshop was to help lay the groundwork for a national initiative on Complex Systems. It is clear that great scientific opportunity lies in understanding—at the molecular and higher levels of organization—how to design and control complex systems including their collective phenomena, functions, novel properties, self repair, evolution, and characterization. We are poised to develop nanoscience—through theory, instrumentation and experiments—to probe and exploit this world of complexity. The Advanced Light Source plays a leading role both in our exploration of complexity and in contributing to the national structural biology effort (more than 230 users of the crystallography beamline alone).



**BERKELEY LAB'S  
VISION 2010 (continued)**

- **Quantitative Biology.** Recent advances in genomics, structural biology, simulation and other techniques are providing a basis for creating a new level of understanding of biological systems from the molecular level to the complete organism. Biology, mostly an observational science in the last century, is on its way to becoming a predictive quantitative science in the next century. The Laboratory created a new Physical Biosciences Division to exploit the tools of physics, chemistry, engineering, mathematics, and computing to solve problems in biology. We have launched a new partnership for a more quantitative biology with the Berkeley campus, and are building our programs in computational biology to address this growing scientific opportunity. Progress in the Human Genome Project has been so dramatic that the challenge is now to look beyond the finished Sequence. The community now plans a “working draft” by the spring of 2000. The Joint Genome Institute offers the prospect of a central resource for the Department’s structural genomics and Proteomics program. The JGI is providing broad infrastructure support for biological discoveries, and the Berkeley, Livermore and Los Alamos Laboratories are committed to its continuing success.
- **New Energy Sources and Solutions.** Three pivotal issues are appropriate subjects for Berkeley Lab research for Vision 2010: How can we guarantee a reliable supply of energy going into the distant future? What are the long-term global consequences of energy use and how do we mitigate them? And how might technology be applied to reduce public energy consumption? Berkeley Lab has been a player of long standing in the areas of energy and the environment. Consumer products that had their genesis in research here and energy-efficiency tools developed here for consumer use have saved billions of dollars in annual energy costs. For two decades we have pursued the concept of heavy-ion fusion, increasingly viewed as a practical possibility in the effort to harness fusion energy. We now stand ready to develop a design for an Integrated Research Experiment to further advance the scientific understanding of beams and plasmas, and the engineering issues of heavy-ion inertial fusion. In the coming years, we also plan to advance the nation’s understanding of carbon sequestration to mitigate the potential effects of global greenhouse gases, particularly the following research offices: Basic Energy Sciences, Advanced Scientific and Computing Research, Biological and Environmental Research, Fusion Energy Sciences, and High Energy and Nuclear Physics.

**BERKELEY LAB'S  
VISION 2010 (continued)**

- **Integrating Computing into Our Research.** Our vision of Berkeley NERSC is to integrate high performance computing into all of our scientific efforts. A great deal of progress has taken place in our ability to exploit high performance computing. Two recent prizes for achievements in computation studies (Gordon Bell Prize and the Fernbach Award) have highlighted our successes. Our commitment to the scientific community is reflected in the recent acquisition of an IBM SP3/RS 6000, which will provide NERSC with 4-teraflop capability by the end of the year 2000. For the next decade, the challenge is to fully exploit this computational power in studying the universe, in exploring complexity, in pushing biology toward its place as a predictive science, and in seeking solutions for environmental and energy problems. These five themes describe our scientific vision, and we are maintaining our focus on the tools and resources that are delivering high levels of scientific productivity now and for the future. As indicated below, Berkeley Lab's Vision 2010 and its current research efforts support the Office of Science Strategic Plan and Research Portfolio, and the program goals of our

**SITUATION ANALYSIS:  
KEY CUSTOMERS**

Berkeley is situated within the national science scene as a multiprogram energy research laboratory whose primary role is fundamental science with important further contributions in energy resource and environmental research. While specific changes occur in project and program activity, the Laboratory has consistently supported a number of DOE programs and the needs of other Federal sponsors. The following discussion presents a synopsis of the major Laboratory research sponsors, our direct customers who are central to DOE's missions. Berkeley Lab's efforts for all of our customers is unclassified.

**Office of Science**

The Office of Science is the primary customer for Berkeley Lab's fundamental science mission. The Laboratory has participated in the recent planning workshops to develop the Strategic Plan of the Office, sponsoring offices of Science and the Science Portfolio, and to help define research on complex systems. These efforts chart important goals, objectives and strategies in which Berkeley Lab has an important role in planning and implementation. Berkeley Lab activities involve all five of the Office of Science Strategic Goals:

- Fuel the Future—Science for clean and affordable energy
- Protect our Living Planet—Energy impacts on people and the environment
- Explore Matter and Energy—Building blocks from atoms to life
- Provide Extraordinary Tools for Extraordinary Science—National assets for multidisciplinary research
- Manage as Stewards of the Public Trust—Scientific and operational excellence

These goals are implemented by Laboratory and University professionals through the programs of the Office of Science

**MANAGEMENT STRUCTURE**  
**Laboratory Director**

The Laboratory Director bears the ultimate responsibility for setting policy on all operations of the Laboratory and for the conduct of all Laboratory programs within the constraints of the contract between the Regents of the University of California and the U.S. Department of Energy, and in accordance with Federal and State laws and University of California policies. In addition, the implementation of programs at the Laboratory is dependent upon the amount and designated purposes of funds available on an annual basis from the U.S. Department of Energy and other funding entities.

The Laboratory's leadership direction has been established and communicated through a system of management activities and organizational responsibilities that promote communications channels and advance the Berkeley Lab's Vision 2010 and affirmative action policies. The Laboratory Director has overall responsibility for management and planning. Laboratory-wide program planning is delegated to the Deputy Director for Research (DDR), and administrative and operational planning to the Deputy Director for Operations (DDO). The development of the Laboratory's current Strategic Plan and the continuing planning process is coordinated by the DDR, with direct participation of the Division Directors and representatives of the Laboratory community. An important element of the system continues to be formal communications and interactions with DOE Headquarters and Oakland and the University of California, and with national and local constituencies.

The Director's Action Committee (DAC) serves as the Laboratory's policy planning committee, annually reviewing and recommending the priorities included in such documents as the Institutional Plan, budget plans, affirmative action and other human-resource plans, and capital-resource plans. DAC consists of the Director and Deputy Directors, the Associate Laboratory Director for Computing Sciences, and three Division Directors representing the Berkeley Lab's scientific program areas in the Biosciences, Energy Sciences, and General Sciences. The Assistant to the Director, Head of Planning and Communications, and Head of Public Communications serve as staff to ensure that plans and communications are consistent and aligned with Laboratory policies, research program plans, and institutional priorities. The consistency of program plans with operational plans and the Affirmative Action Program is assured through the central Director's Action Committee and the reviews and support of the Work Force Diversity Office and the Office for Planning and Communications.

The Laboratory Director also seeks the advice of other Division Directors and several internal advisory committees. He also has access to advice and guidance from officials external to the Laboratory within the University of California and the U.S. Government.

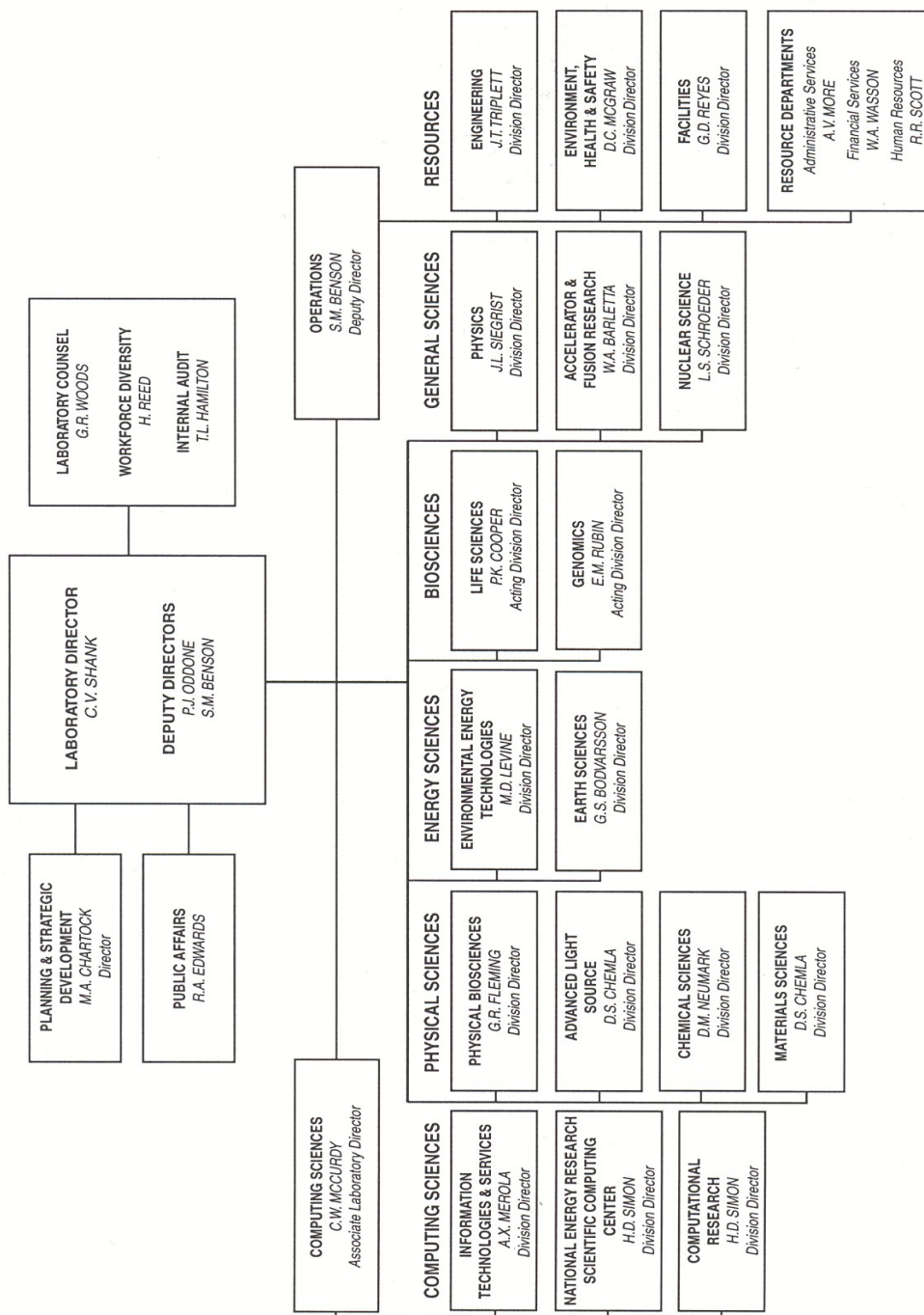
**Laboratory Director**  
*(continued)*

Each scientific division and two resource and operations divisions are headed by a Division Director. The Associate Laboratory Director is At-Large and provides guidance on Lab-wide issues, strategic direction, and educational needs. The general organization of the Laboratory is reflected on the chart at the end of this section.

Each Division Director bears heavy responsibility for the internal organization of his or her division, for the assignment of work responsibilities, for the monitoring and evaluation of the conduct of the scientific and support programs, and for the implementation of Laboratory policies within that division.

## Organizational Chart

## ERNEST ORLANDO LAWRENCE BERKELEY NATIONAL LABORATORY • UNIVERSITY OF CALIFORNIA



## **Affirmative Action Program**

### **Section 2**

## **AA/EEO Policy Statement**

**41 C.F.R. § 60-1.4**

It has been and will continue to be, the policy of Berkeley National Laboratory to be an equal opportunity employer. Berkeley National Laboratory's EEO policy statement included in Section 4 Internal and External Dissemination of EEO Policy. In keeping with this policy, the Laboratory will continue to recruit, hire, train, and promote into all job levels the most qualified persons without regard to race; color; religion; sex; national origin; physical or mental disability; age; medical condition (cancer related or genetic characteristics); ancestry; marital status; sexual orientation; status as a covered veteran (Recently separated veteran, or Vietnam era veteran or special disabled veteran, or veteran who served on active duty during a war on a in a campaign or expedition for which a campaign badge has been authorized); or on the basis of citizenship, within the limits imposed by federal law, Immigration and Naturalization Service (INS) regulations, or the Department of Energy. Similarly, the Laboratory will continue to administer all other personnel matters (such as compensation, benefits, transfers, layoffs, Laboratory-sponsored training, education, tuition assistance and social recreation programs) in advance with Laboratory policy. The Laboratory bases employment decision on objective standards so much as possible in the furtherance of equal employment opportunity.

Laboratory policy requires a positive, concerted effort to ensure equal employment opportunity for all employees and qualified prospective employees. It is the policy of the Laboratory not to engage in discrimination against or harassment of any person employed or seeking employment with the Laboratory on the basis of race, color, national origin, religion, sex, sexual orientation, disability, age, veteran status, medical condition (as defined in Section 12926 of the California Government Code), ancestry, or marital status; nor does the Laboratory discriminate on the basis of citizenship, within the limits imposed by law or by DOE or University of California regulations. The Laboratory also undertakes affirmative action regarding women, people of color, individuals with disabilities, and covered veterans.

In developing affirmative action programs, the Laboratory follows the objectives of the University of California, which are:

- To ensure that members of groups who in the past may have been victims of employment discrimination are given equal opportunity to compete for jobs and to have their qualifications assessed fairly; and
- To achieve a diversified work force at all levels.

The Office of Federal Contract Compliance Programs (OFCCP) of the U.S. Department of Labor is responsible for enforcing the equal employment opportunity mandate of Executive Order 11246, as amended. Guidelines for the development and implementation of affirmative action programs are set forth in the OFCCP's Revised Order No. 4 (41 CFR, Part 60-2). The OFCCP reviews the Laboratory's Affirmative Action Program (AAP) and assesses Laboratory compliance.



## **Affirmative Action Program**

### **Section 3**

### **Responsibility for Implementation** **41 C.F.R. § 60-2.17(a)**

#### **THE LABORATORY DIRECTOR**

The Laboratory Director of the Ernest Orlando Lawrence Berkeley National Laboratory has the overall responsibility for implementation of the Equal Employment Opportunity/Affirmative Action policy (EEO/AA) that encompasses the entire Laboratory. He issues under his signature the Equal Employment Opportunity/Affirmative Action Policy Statement that is disseminated to all employees and that is reflected in the hiring procedures and policies section of the *Regulations & Procedures Manual*. This Policy Statement makes it clear that implementation of the EEO/AA program is a shared management responsibility. The Director informs the Division Directors that their equal employment opportunity/affirmative action efforts and results will be considered in their yearly performance reviews.

#### **HEAD, WORK FORCE DIVERSITY OFFICE**

In this capacity, as the Equal Employment Opportunity Officer, the Work Force Diversity Office Head and designated staff members are responsible for the Laboratory-wide administration and coordination of the Affirmative Action Program, advising appropriate parties to ensure progress toward affirmative action goals, and for establishing procedures for review and revision of current employment practices to assure conformity with the Equal Employment Opportunity/Affirmative Action Policy statement.

#### **EQUAL EMPLOYMENT OPPORTUNITY OFFICER**

The Equal Employment Opportunity Officer (EEO Officer) is responsible for auditing and implementing the Laboratory's Affirmative Action Program. All internal and external communications regarding the Berkeley Lab's affirmative action program are developed by the EEO Officer. The duties of the EEO Officer include the following:

- Developing policy statements, affirmative action programs and internal and external communication techniques.
- Helping to identify problem areas and monitoring goal achievement through meetings with the Laboratory Director, the Deputy Directors, the EEO Officer, Associate Laboratory Directors, Division Directors, and the Human Resources management team
- Assisting Division management in developing, implementing, and maintaining the Laboratory's Affirmative Action Program, and providing technical assistance to the Laboratory Director, the Deputy Directors, Associate Laboratory Directors, Division Directors, and Department and Section Heads to these ends.



**EQUAL EMPLOYMENT  
OPPORTUNITY OFFICER (cont.)**

- Designing and implementing auditing and reporting systems that:
  - (1) Measure the effectiveness of the Laboratory EEO programs.
  - (2) Indicate any need for remedial action.
  - (3) Determine the degree to which the Laboratory's goals and objectives are being attained.
- Serving as liaison between the Laboratory and enforcement agencies.
- Clarifying the spirit and intent of EEO/AA laws and regulations and keeping management advised on the latest developments in all areas of equal employment opportunity and affirmative action.
- Keeping management informed of the latest development in the equal opportunity area.
- Meeting with department supervisors to make certain that the Laboratory's EEO policies are being followed.
- Informing all supervisors that their individual work performance has direct impact on the Laboratory's equal employment opportunity efforts and results.
- Maintaining oversight responsibilities for reviewing the progress, quality, and integrity of the development of the Affirmative Action Program.
- Serving as liaison between the Laboratory and organizations concerned with employment opportunities for women, people of color, individuals with a disability and covered veterans.
- Assisting the Human Resources Department and the Laboratory Divisions in the outreach recruitment of women, people of color, individuals with a disability and covered veterans.
- Continuing to bear primary responsibility for community relations and liaison with local and national organizations concerned with the employment of women and people of color as well as those persons protected by law from discrimination based on religion, national origin, age, physical or mental disability, covered veteran status, marital status, sexual orientation, medical condition (cancer-related), citizenship, or ancestry.

**HUMAN RESOURCES HEAD  
AND STAFF**

The Human Resources Head and staff are responsible for implementing the full range of Laboratory policies and procedures aimed at ensuring equal employment opportunity and affirmative action at the Berkeley Lab.

- Developing recruitment plans with the goal of increasing representation of underutilized groups in the applicant pools.
- Monitoring the recruitment process to ensure that a suitable search is conducted.
- Gathering and maintaining records/data on personnel actions.
- Helping management meet its hiring goals through working closely with people of color and women's recruiting sources, State employment offices, and rehabilitation and service centers.
- Providing calendars of recruitment and outreach events and assisting in the planning and coordination of those activities.

**HUMAN RESOURCES HEAD  
AND STAFF *(continued)***

- Advising all recruitment sources of the Laboratory's Equal Employment Opportunity/Affirmative Action policy.
- Placing recruitment advertisements in publications likely to be read by greater numbers of qualified applicants including women, people of color, individuals with a disability and covered veterans.
- Administering all training and development programs.
- Providing information to new employees on the Laboratory's EEO/AA program and its objectives.
- Reviewing the job requisitions used by the Laboratory to ensure that they reflect actual job requirements.
- Monitoring applications, interviews, offers of employment, wage commitments, and any other terms and conditions of employment for consistency with Laboratory policy.
- Providing career counseling.
- Administering policies and procedures in the resolution of employee problems or complaints.

**DEPUTY DIRECTORS AND  
ASSOCIATE LABORATORY  
DIRECTOR**

One Deputy Director is responsible for scientific policy, program development, and major new Laboratory initiatives. The second Deputy Director is responsible for Laboratory operations. The Associate Laboratory Director is At-Large and provides guidance on Lab-wide issues, strategic direction, and educational needs. All are responsible for following and ensuring the implementation of all Laboratory policies including non-discrimination and affirmative action policies.

**DIVISION DIRECTORS**

The Division Directors have overall responsibility for implementing EEO/AA policies within their Divisions. These responsibilities include the following:

- Apprising department/section/unit heads, supervisors, and employees of the Berkeley Lab's policies and ascertaining that these policies are being followed.
- Collaborating with the Equal Opportunity Administrator in monitoring progress in meeting hiring goals and conducting action-oriented programs to address problem areas.
- Informing supervisors and managers that their equal employment opportunity/affirmative action efforts and results will be considered in their yearly performance review.
- Assisting with the identification of problem areas and initiating and revising divisional, departmental, and unit goals and objectives.
- Holding meetings with the Division's department/section/unit heads to review the effectiveness of activities directed toward accomplishing affirmative action goals and objectives.
- Supporting the Human Resources Department in developing recruitment strategies for attracting qualified women, people of color, individuals with a disability and covered veterans.

- In conjunction with the Human Resources Department, ensuring that training programs, where appropriate, are made available to Division employees.
- Periodically reviewing the qualifications of Division employees to ensure that all employees including women and people of color are given full opportunity for transfer and promotion.
- In conjunction with the Human Resources Department and the Work Force Diversity Office, utilizing existing techniques for the informal resolution of employee complaints related to issues concerning EEO/AA.
- Ensuring that each Division is in compliance with regard to the proper display of posters, non-segregation of facilities, and participation by employees who are women, people of color, individuals with a disability, and covered veterans in all Laboratory-sponsored educational, training, recreational, and social activities, as appropriate.

#### MANAGERS/SUPERVISORS

Managers and supervisors have front line responsibility for implementing EEO/AA policies throughout the Laboratory. They are required to participate in activities that improve their ability to manage a diverse work force and to understand workplace implications of EEO regulations. The duties of the department managers/supervisors include:

- a) Assisting the WFDO Coordinator in the identification of problem areas and in the establishment of department goals and objectives.
- b) Being actively involved with local Laboratory programs in support of minority organizations, women's organizations, community action groups and community service programs.
- c) Participate in periodic audits of training programs, hiring and promotion patterns to isolate impediments to the attainment of goals and objectives.
- d) Meeting with employees to be certain the Laboratory's policies are being followed.
- e) Reviewing the qualification of employees to ensure that all employees, including minorities and women are given full opportunities for transfers and promotions.
- f) Providing career counseling as appropriate.
- g) Understanding that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria.
- h) Preventing harassment of employees placed through affirmative action efforts.

## Affirmative Action Program

### Section 4

## Internal and External Dissemination of EEO Policy

#### OVERVIEW

The Laboratory disseminates its policy on equal employment opportunity/affirmative action (EEO/AA) both internally and externally in the ways listed below.

#### Director's EEO/AA Statement

To ensure that all Laboratory employees and managers are familiar with the Laboratory's policy on equal employment opportunity and affirmative action, the Laboratory Director distributes an annual policy statement confirming his personal commitment as well as the organizational commitment. The 2002 Statement is on page 4-6 of this section. The policy on sexual harassment is on page 4-7, also in this section.

#### INTERNAL

#### Laboratory Briefings

The Work Force Diversity Office disseminates the Laboratory's Affirmative Action Program to the Director, the Deputy Directors, the Associate Laboratory Director, each Division Director, the Human Resources Department, and the Laboratory's libraries. The Equal Opportunity Administrator provides information about the Laboratory's progress in meeting goals through annual briefings with management and the Committee on Diversity.

#### Publications within the Laboratory

The Laboratory emphasizes its commitment to affirmative action through news stories and announcements that identify and describe the accomplishments and contributions of minority and female employees in *Currents*, Berkeley Lab's biweekly newsletter, which is distributed to all employees. The Laboratory will picture both minority and non-minority men and women in publications in which employees are featured.

The *Regulations and Procedures Manual*, which is distributed throughout the Laboratory via the intranet, includes a summary statement of the Laboratory's Affirmative Action policy in Section 2.01A as does the *Employee Handbook*. The Laboratory's Affirmative Action Program is a promulgation of Laboratory policy.

#### Posters

Laboratory bulletin boards include Federal and State EEO posters as well as the Laboratory Director's policy statements on Equal Employment Opportunity/Affirmative Action and Sexual Harassment.

<b>New Employee Orientation</b>	During a formal orientation program, the Laboratory's diversity objectives are reviewed.
<b>Position Posting</b>	Vacancies are posted for a minimum of two weeks in the <i>Current Job Opportunities Bulletin (CJO)</i> , which is mailed on a monthly basis to multiple locations within the Laboratory. The <i>CJO</i> is also available electronically on the Internet at <a href="http://cjo.lbl.gov/">http://cjo.lbl.gov/</a> . The <i>CJO</i> includes the equal employment opportunity/affirmative action statement.
<b>Training</b>	The Laboratory offers the following internal training courses that provide information on legal requirements and policy related to equal employment opportunity and affirmative action: "Effective Leadership for a Diverse Workforce" is offered to every manager and supervisor and "Sexual Harassment and Discrimination Prevention Training" is offered to every employee and managers/supervisors.
<b>Union Officials/Agreements</b>	The Laboratory includes and publishes nondiscrimination clauses in all union agreements, and reviews all contractual provisions to ensure they are nondiscriminatory.
<b>Employee Awareness</b>	The Laboratory will make current employees aware of the existence of the Laboratory's affirmative action program and the benefits available to them.
<b>Prospective Employees</b>	The Laboratory will inform prospective employees of the existence of the Laboratory's affirmative action program and benefits, if any, which may be available to them under the programs.

## EXTERNAL

**External Declaration of  
Laboratory Policy for  
Recruitment**

The Human Resources Department communicates the Berkeley Lab's EEO/AA policy to its recruiting sources. The Laboratory includes its equal employment opportunity/affirmative action employer statement in recruitment materials, including application forms, brochures, newspaper advertisements, and recruitment flyers. The monthly publication entitled *Current Job Opportunities (CJO)* contains the equal employment opportunity/affirmative action employer statement. The *CJO* is mailed to local and national organizations, professional and state agencies, and colleges and universities. The *CJO* is posted in both Berkeley Lab's Reception Center and the Human Resources Department; it is available for review by walk-in applicants. In addition, the *CJO* is available electronically through the Internet and is accessed by thousands of users worldwide.

**External Declaration of  
Laboratory Policy for  
Procurement**

The Laboratory's procurement function continues to fully support all DOE and UC mandates regarding small business and other socioeconomic subcontracting programs. Berkeley National Laboratory continues to fulfill departmental program obligations for small, small disadvantaged<sup>1</sup>, and women-owned businesses. The Laboratory incorporates the equal opportunity clauses by reference in its Purchase Order documents, as required by Executive Order 11246, as amended, and its implementing regulations. To increase the effectiveness of its procurement efforts, the Laboratory has an outreach program that includes:

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<sup>1</sup> Disadvantaged businesses refer to small business concerns owned and operated by socially and economically disadvantaged individuals. Such individuals include African Americans, Hispanic Americans, Native Americans, Asian Americans and other minorities or any other individual found to be disadvantaged by the Small Business Administration pursuant to Section 8 (a) of the Small Business Act (15 U.S.C.631 et seq.).

- **Subcontracting Programs.** The Laboratory collaborates with DOE in the implementation of a number of federal business affirmative action programs, including Small Business Reservation; Small Business Set-aides, SBA 8(a) Business Development Program; and Hubzone Empowerment Subcontracting Program, etc. These programs significantly foster the participation and growth of Small, Small Disadvantaged, 8(a), Veteran-Owned and Women-Owned Small Businesses in the local community. The Laboratory will send written notification of the Laboratory policy to all "covered" subcontractors, vendors and suppliers requesting appropriate action on their part.

**Socioeconomic Subcontracting**

Procurement's proposal and supporting rationale for FY-2003 socioeconomic goals were submitted to DOE in accordance with Contract 98, Appendix D as an annual requirement. The approved FY-2003 goals and performance-to-date are as follows:

<u>Category</u>	<u>Goals</u>	<u>Actuals*</u>	<u>Dollars</u>
<b>Total small businesses</b>	51.8%	39.0%	\$60.4M
<b>Small business set-asides</b>	n/a	17.6%	\$28.2M
<b>Small disadvantaged businesses</b>	12.0%	4.3%	\$8.8M
<b>Woman-owned businesses</b>	5.9%	3.5%	\$6.6M

\*Cumulative through September 30th, 2002 based on a Procurement base of \$157.5 million.

The Laboratory aggressively targets small, disadvantaged, 8(a), Hubzone, Veteran-Owned, and Women-Owned Small Businesses and make more liberal use of PRONet (the Laboratory's primary source for certified disadvantaged businesses) on procurements. In addition, the Laboratory has a stable of construction, A-E, and fabrication subcontractors for small businesses.

Berkeley Lab's outreach program includes the following elements:

- Maintain "open-door" policy for vendor visits and product demonstrations;
- DOE Small Business Set-Aside Program;
- DOE 8(a) Business Development Program;
- DOE Small Business Reservation Program;
- Participate in DOE/Small Business Administration-sponsored workshops (e.g., 8(a) showcase);
- Participate in trade and technology expositions (e.g. ICSBD, NCSDC, MBELDEF, DOE Tech Transfer);
- Host annual Information Technology & Laser Expositions;
- Use advanced acquisition planning for greater lead-times on utilizing small business market surveys and publicizing actions;
- Use government and industry source directories and Web sites (e.g. PRONet) to identify small businesses;
- Award technology licenses to small businesses;
- Align institutional objectives with employee performance expectations and evaluation;
- Assist small and disadvantaged businesses on Small Business Administration certification and reporting requirements;
- Target small, disadvantaged, 8(a), Hubzone, Veteran Owned, and women-owned businesses on construction projects; and Work to expand stable of construction and A-E contractors to include disadvantaged businesses.

- **Trade Fairs.** Berkeley Lab is an active member of the Industry Council for Small Business Development and Northern California Supplier Development Council. Aside from attending periodic meetings where guest vendors make presentations, Berkeley Lab participates in their annual procurement fairs held in the greater Bay Area. Berkeley Lab routinely anchors booths in these fairs in collaboration with representatives from Lawrence Livermore National Laboratory, Stanford Linear Accelerator Center, and the Northern California UC campuses.

The Berkeley Lab also attends the annual DOE Small Business Conference as well as various supplier showcases sponsored by the regional municipal and governmental (I.e. SBA) entities.

- **Publicity.** The University of California issues publications on the Small Business Contracting Program for small business concerns, disadvantaged and women-owned businesses. These publications are intended to bring attention to the efforts the University is making.
- **Active Website.** The Laboratory maintains an active website of its procurement requirements for vendors
- **Acquisition Planning.** All major procurements are pre-screened for socioeconomic potential prior to issuance of solicitations.
- **Buyer Effort.** Subcontract Administrators are directed to continually provide outreach assistance to small, disadvantaged, 8(a), and women-owned businesses to enhance their opportunities to become viable suppliers. This is an ongoing activity and part of every buyer's job and performance evaluation.





Ernest Orlando Lawrence Berkeley National Laboratory

## POLICY AND PROCEDURE REMINDER

December 02, 2002

Vol. XXIX, No 3

### DIRECTOR'S EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY AND PROCEDURE REMINDER

*This supersedes Policy and Procedure Reminder Volume XXVIII, No. 3, dated December 2001.*

Employees are reminded that it is the Laboratory's policy to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic characteristics), age, citizenship, or status as a covered veterans (special disabled veteran, Vietnam-era veteran, recently separated veteran, or veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action, through formally written affirmative action plans, for minorities, women, individuals with disabilities, special disabled veterans, Vietnam-era veterans, recently separated veterans, and any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

The complete text of the Laboratory's policy on affirmative action and equal employment opportunity may be found in Regulations and Procedures Manual §2.01(A), located on the Web at:

<http://www.lbl.gov/Workplace/RPM/R2.01.html#RTFToC1>

Charles V. Shank  
Director

**DISTRIBUTION LEVEL 1 - All Employees**

**Ernest Orlando Lawrence Berkeley National Laboratory****POLICY AND PROCEDURE MEMO**

January 23, 2002

Vol. XXVIII, No. 4

**SEXUAL HARASSMENT POLICY REMINDER**

The Laboratory is committed to creating and maintaining a workplace in which all persons who participate in Laboratory programs and activities can do so in an environment free of all forms of sexual harassment. Sexual harassment is illegal under federal and state law and violates Laboratory policy prohibiting discrimination on the basis of sex. The Laboratory will take whatever action is needed, including disciplinary or dismissal action, to prevent and correct behavior that violates this policy.

"Sexual harassment" is defined as unwelcome behavior of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in other Laboratory activity;
2. Submission to or rejection of such conduct is used as the basis for evaluation in making personnel decisions affecting an individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive Laboratory environment.

Some examples of sexual harassment are:

1. Unwanted sexual advances.
2. Offering employment benefits in exchange for sexual favors.
3. Visual conduct, e.g., leering, making sexual gestures, or displaying sexually suggestive objects, pictures, cartoons, or posters.
4. Verbal conduct, e.g., making or using derogatory comments, epithets, slurs, or jokes.
5. Verbal abuse of a sexual nature, e.g., making graphic verbal commentaries about an individual's body, using sexually degrading words to describe an individual, or sending suggestive or obscene correspondence, letters, notes, or invitations.
6. Physical conduct, e.g., touching or impeding or blocking movements.
7. Making or threatening reprisals after a negative response to sexual advances.

If you feel you are being sexually harassed or are aware of or suspect the occurrence of sexual harassment, you should immediately report such conduct to your supervisor or other Laboratory management, the Work Force Diversity Office, the Employee/Labor Relations Office, or the University of California Employee Assistance Program (CARE Services for faculty and staff). In addition, you can call the Laboratory's 24-hour, confidential ethics line, which is administered by a third-party vendor: 1-800-999-9057.

Retaliation against individuals who report or complain of sexual harassment is illegal and prohibited by Laboratory policy. All persons who participate in Laboratory programs and activities must be aware of and abide by this policy.

The complete text of the Laboratory's policy on sexual harassment, including guidance on handling complaints of alleged sexual harassment, is set forth in Regulations and Procedures Manual §2.05(E), located on the Web at:

<http://www.lbl.gov/Workplace/RPM/R2.05.html#RTFToC34>

Charles V. Shank  
Director

DISTRIBUTION LEVEL 1 - All Employees

# Affirmative Action Program

## Section 5

## Action Oriented Programs

41 C.F.R. § 60-2.17(c)

### INTRODUCTION

The Laboratory has developed and implemented the following action oriented programs, both Laboratory wide and at the organizational/unit level, in such a way that their proper execution will result in either an increase in the minority group/female representation in the group and/or organizational units identified as underutilized, if vacancies occur, or document our good faith efforts to do so. This section addresses programs planned for the 2003 Plan year as a result of the review and analysis reflected in this plan.

Proper management and monitoring of personal actions including recruitment, selection, promotion, transfer, merit pay increase, training and termination are crucial to the success of the Laboratory EEO/AA programs. The Laboratory observes and practices guidelines in the following areas, which are being reviewed periodically.

### RECRUITMENT

#### Policy

The Laboratory will recruit from within and outside its work force to obtain qualified applicants. Reasonable efforts will be made to inform and recruit qualified applicants from various segments of the appropriate recruiting area to facilitate the attainment of affirmative action goals and objectives as set forth by the Laboratory Affirmative Action Program. The duties and responsibilities of the vacant position and the qualifications necessary to perform those duties and responsibilities are identified before recruiting applicants.

#### Responsibilities

The Head, Human Resources Department, has general responsibility for development and implementation of recruitment programs.

The Equal Opportunity Administrator reviews, monitors, and evaluates the effectiveness of recruitment programs in meeting affirmative action objectives and consults and advises on methods for meeting those objectives.

The Head, Human Resources, assists the Division Director or Department Head in determining and implementing the most effective course of recruitment activity.

**Publicizing Job Vacancies**

All job vacancies must be listed with the Human Resources Department with the following exceptions:

- those filled by the demotion of an employee within a Division;
- those filled by the reassignment of an incumbent employee with no change in general job duties, responsibilities, or classification within the same Department or Division;
- those to be filled by a career employee on recall or preferential rehire status or scheduled for layoff.

Promotions or transfers of an employee to a clearly different vacant position (including those within a Department or Division) must be listed with the Human Resources Department. Consult the Human Resources Department for guidance in determining whether the new duties and responsibilities should result in a new position that must be posted or in a reclassification or reassignment (see RPM Section 2.06 F 3, *Determination of Appropriate Classification*).

The Head, Human Resources Department, regularly posts all vacancies unless the position is to be filled by a person who is scheduled for layoff or on recall or preferential rehire status from layoff or who has become disabled and has received vocational rehabilitation services (see RPM Section 2.05 H 2, *Vocational Rehabilitation*). Recruitment may be limited to Laboratory employees if an applicant pool is available of sufficient diversity to allow the hiring supervisor a meaningful choice in obtaining the essential job-related skills, knowledge, abilities, and other qualifications, and in meeting affirmative action objectives. Appropriate media and organizations, both internal and external, are used to inform potential applicants of job vacancies and employment opportunities with the Laboratory. Posting of job vacancies is for a minimum of two weeks. Individual exceptions to the posting requirement may be approved by the Head, Human Resources Department. Those job groups identified as high-priority, underutilization must also have the concurrence of the Equal Opportunity Administrator. Temporary positions of less than six months assignment are exempt from posting requirements. Vacancies for students hired for summer positions or for indeterminate time during the academic year are also exempt from posting requirements. However, any change in status from temporary to career will be reviewed by the Human Resources Department and be subject to posting procedure and policy.

**Publicizing Job Vacancies**  
(continued)

Advertising for personnel may be arranged through the Human Resources Department or through field representatives. When advertising is necessary to aid in recruiting personnel, advertising copy and publication selection should be prepared jointly by the hiring Department or Division and a Human Resources Department Staffing Specialist.

An outreach recruiter position has been established to assist the hiring supervisor recruit qualified candidates in high priority, underutilization job groups. The recruiter and HR staffing specialist will work closely with the hiring supervisor to develop appropriate recruitment strategies.

**Travel Expenses of Applicants**

Payment of travel costs for the purpose of a personal interview of an applicant who is a U.S. citizen is permissible only when specifically arranged and approved in advance by the hiring Division or Department. In general, this approval is granted only in cases involving supervisory, professional, or technical personnel not readily available in the local labor market. (See also RPM 4.01 K 1, *Non-Laboratory Personnel, Interviewees*.)

**Personnel Requisitions**

Action to recruit personnel should be initiated by sending an electronic form, *Requisition for Personnel*, to the Human Resources Department. This form must be completed and properly approved by an authorized individual. The hiring supervisor must ensure that the requirements listed on the requisition include the skills, knowledge, and abilities required to perform the duties of that particular position and that the position description contains only those requirements necessary for satisfactory performance in that position.

**Scope of Recruitment**

The Human Resources Department, in consultation with the hiring supervisor, will develop an appropriate recruitment strategy, i.e., suitable search, designated to obtain a diversified pool of qualified candidates and to maintain an efficient recruitment process. This strategy must include recruitment in appropriate labor markets, advertising media, and organizational contacts, both internal and external. The recruitment strategy must allow as much time as possible to establish a diversified applicant pool to meet affirmative action objectives. The Human Resources Department will furnish available information on divisional affirmative action recruitment goals to the hiring department.

The Human Resources Department negotiated a new contract with Cameron-Newell Advertising. This agreement includes enhanced provisions for resource research and strategy development by the agency.

<b>Referral of Applications</b>	Resumes are sent to the hiring supervisor for review. Once the hiring supervisor determines who to interview and has selected the most qualified candidate, a <i>Selection Log</i> is prepared. This log is used to record pertinent information regarding the selection process and to state the reasons for either a hire or non-hire. The completed selection log is reviewed by the Staffing Unit.
<b>Referral of Applicants for Vacant Positions</b>	<p>The Human Resources Department will first refer any person on preferential rehire status or any career employee scheduled for layoff who is qualified for the vacant position and wishes to be considered.</p> <p>If no person on preferential rehire status or no career employee scheduled for layoff is selected, qualified applicants from inside and outside the University will also be considered for referral. The Staffing Unit or the hiring supervisor will determine those applicants whose qualifications are most appropriate for the particular position. The Human Resources Department will make every reasonable effort to establish a diversified applicant pool from which a selection can be made. For those positions identified as high-priority, underutilized, a detailed recruitment plan will be developed.</p>
<b>Interviewing Applicants</b>	Interviews between applicants and the hiring Division or Department are arranged by the hiring Division or Department. The Human Resources Department will furnish available information on each applicant.
<b>Documentation</b>	The Head, Human Resources Department, shall keep records of employment practices. These records will show whether a practice has had an adverse impact on any group protected by Title VII and will include records to document the job-relatedness of an employment practice. As specified by the Head, Human Resources Department, the Staffing Unit shall record the reasons for selecting or not selecting each referred applicant and shall keep specified records of selection procedures and decisions.

**RECRUITMENT GOOD FAITH EFFORTS*****The Laboratory-wide Recruitment Function***

As reported last year, the Fall of 2001 marked the first anniversary of the roll out of recruiting services. Currently staffed by five recruiters and one manager, the group is client-based, with each recruiter assigned to one or more specific divisions. The aim is to establish close working relationships with one set of clients and to become fully knowledgeable about their clients' operations and staffing needs, as well as to provide recruitment and outreach efforts for the most qualified candidates from a diverse applicant pool.

During FY 2001, the Lab's Senior Managers were charged with responsibility for developing their respective Division Diversity Plans. Each Plan included recruitment and outreach components to address both immediate and long-term workforce needs. FY 2001 marked the juncture of development of division specific diversity plans that address each division's specific issues as well as delegation of accountability for diversity initiatives to each division in the organization. During FY 2001, the Lab carried out a variety of activities to provide recruitment and outreach efforts for the most qualified candidates from a diverse applicant pool. However, the ability to carry out recruitment activities that proved effective, the ability to maintain consistent overall practices, and the ability to measure results have been problematic. Issues and obstacles became more apparent during the FY 2001. The resolution of those issues was part of Human Resources' Recruitment Strategic Plan for FY 2002. These include:

1. Issue: The Lab, as an organization, currently does not have a core pathway identified for recruitment practices.

During FY 2002, Human Resources led an initiative to develop and implement a Recruitment Best Practices Model. The Model organizes recruitment and selection into five different phases: open job, sourcing, screening, selection, and placement. The Model identifies the roles of recruiters, HR field staff, and Hiring Managers and summarizes their respective activities during the life of an open position.

The Model will serve many purposes, to include: using an integrated approach among HR, WFDO, and the hiring department to develop individual recruitment plans for each of the Lab's many job openings; managing the Lab's definition of an "applicant" in a consistent and identifiable way; and, assessing the results of each recruitment plan towards continuous improvement moving forward.

2. Issue: Our current method of using a mailed acknowledgement card that also requests voluntary mail-back disclosure of a job seeker's ethnic and gender identification has not provided the Lab with the data it needs. Currently, the Lab receives only an approximate 25% response rate using this method.

During FY 2002, Human Resources led a project to research and implement alternative ways to improve our ability to obtain this data. Research indicated that a significant increase in response rate could be achieved if this information is requested as part of a web-based employment application process. Other UC sites had established a job seeker profile as part of their web-based application process. The profile included web pages for job seekers to voluntarily identify their ethnicity and gender, as part of a larger set of web pages to input what is typically included in a resume (work history, education, skills). Establishing a user-friendly method for job seekers to apply and disclose their ethnicity and gender resulted in the 80% + response rate. The Lab will implement a similar new employment application process as part of a new applicant tracking system (see #3, below).

3. Issue: The use of source codes is not always a reliable indicator of how our job seekers find out about us. Data and other anecdotal information indicate that many job seekers apply more than once over time, and often in response to a variety of media that we use to promote our jobs. The current applicant tracking system does not have the capability of maintaining historical source data. This impedes the Lab's ability to learn what media works best and under what circumstances.

During FY 2002, and as a "companion" initiative to the Recruitment Best Practices Model, Human Resources began identifying and researching related applicant system needs. This will include a tracking mechanism to help assess results. The goal is to have a new system identified and selected by the end of the 2002 calendar year.

***Resource Lists***

Recruiting Services continued to research and update several resource lists for recruitment and outreach purposes. Lists include:

- Women and minority organizations
- Historically Black Colleges and Universities
- Hispanic Serving Institutions
- Community Based Organizations
- General and niche websites

***Use of Internet Job Boards and Resume Databases and Participation at Job Fairs***

Concurrent with conducting initiatives to resolve the aforementioned issues, the Lab continued to market itself as an employer of choice during FY 2002 through internet/print media as well as a more focused outreach effort aimed at the diverse communities that the Lab resides among. Media advertising focused more on the use of internet advertising, which promotes employment opportunities over time (compared to print ads issued in daily newspapers or monthly/quarterly publications). Human Resources continued to sponsor vendor contracts with HotJobs.com and IMDiversity.com. This included job postings and access to the vendors' resume databases, thus providing additional sources for prospective applicant pools.

The Lab also used a variety of other websites for internet advertising. These include:

- American Institute of Physics
- America's Job Bank
- Asia Jobs
- Association of University Tech
- Bay Area Jobs
- Bay Area Techies
- Brassring
- Career Web
- CFD Online
- CIO.Com
- Computing Sciences Career Page
- CraigsList
- Dice
- East Bay Tech Jobs
- Energy Central
- Engineer Jobs
- Linux Today
- Monster Board
- MonsterTrak
- Northern CA Human Resource Association
- National Ground Water Association
- PhysLINK
- Post-Docs.Com
- Radsafe Mailing List
- Yahoo



***Community/College Job Fairs and Professional Organizations***

Outreach efforts continued to include community job fairs, college career events and professional organizations. In addition, the Lab began participating in employer forums and job fairs hosted by local EDD One-Stop offices. Many EDD One-Stop agencies provide forums where an employer can speak about its organization, meet a more focused audience of job seekers, and conduct on-the-spot interviews. Job fairs, college events, and employer forums allow Lab Recruiters and hiring managers to meet and greet job seekers, to promote the Lab as a great employer, to focus on current employment opportunities of interest to jobs seekers, and to receive and critique resumes on-the-spot. During this report period, the Laboratory was represented at 10 job fairs, 2 EDD hosted employer forums/job fairs, 17 college fairs, and 1 high school career fair. Attached is the Outreach Activities list and schedule of these events. Events focused towards women and minority audiences during this report period include:

- East Bay Diversity Job Fair
- NAACP Diversity Job Fair
- Title VII Diversity Career Fair
- Women in Technology International Job Fair
- UCB Diversity Career Fair
- East Bay Tech Career Fair
- Richmond High School Government Career and Information Fair

In addition, as part of broader UC-wide efforts, the Lab's Recruitment Manager began a two year-term as Co-Chair of the University of California's System wide Outreach Consortium. This is a group comprised of representatives from UC Employment/Recruitment Managers, Recruiters, Outreach and Affirmative Action professionals. The Consortium was inactive for over two years and was recently re-activated during the Fall of 2001 to engage in outreach activities of a System wide scope.

The Lab also participated in a Tri-Lab Recruitment Efficiency Initiative with its sister Labs in Livermore and Los Alamos. The initiative was launched in August, 2001 and is currently in progress. The goal is to review whether increased efficiencies and economies of scale can be achieved through combined activities such as branding, advertising, resume mining, and participation in college and professional organization events.

***Employee Referral Incentive Program (ERIP)***

The ERIP that was implemented in February 2001 was extended for a second year. The ERIP encourages employees to utilize their existing contacts and networks as potential sources for applicants. The Program rewards employees a new amount of \$1,000 for referrals that lead to hires in most positions. As of the end of this FY, over 700 hundred referrals were made, leading to 63 hires.

***Outcomes***

While the Lab continued to expand its recruitment activities, the number of open positions decreased by 18%, from 1314 to 1071 openings, between FY 01 and FY 02. Despite the decrease in open positions, resume volume between FY 01 and FY 02 increased significantly by 36%, from 31,382 to 42,588. The number of applicants (job seekers who met minimum qualifications for open positions) remained fairly constant. In comparing source data for FY 01 and FY 02, there were significant increases in applicants from the Lab's Employee Referral Program, web advertising, and internal candidates.

Count of General Source	FY01	FY02	Change between FY 01 and 02	
General Source	#	#	Change in Numbers	Change in %
Advertisement	141	104	-37	-26%
Agency/Search Firm	8	6	-2	-25%
Broadcast	4	3	-1	-25%
College Recruiting	25	12	-13	-52%
Employee Referral	71	151	<b>80</b>	113%
Executive Search	0	1	1	N/A
Internal Candidate	160	185	<b>25</b>	16%
Internal Recruiter	1	1	0	0%
Job Fair	200	48	-152	-76%
Job Posting	921	661	-260	-28%
Journal/Magazine	30	45	15	50%
Other Source	452	341	-111	-25%
Professional Organization	8	4	-4	-50%
Unknown	251	307	56	22%
World Wide Web	1108	1501	<b>393</b>	35%
Grand Total	3380	3370	-10	0%

Berkeley Lab continued to demonstrate considerable efforts to promote itself as an employer-of-choice. In addition, the Human Resources Department undertook broader initiatives during FY 02 to support and improve its recruitment program. These initiatives included developing a Recruitment and Selection Best Practices Model, identifying user needs for a new applicant tracking system to support the Model, and researching a better way to obtain ethnicity and gender information from prospective applicants.

### ***Looking Ahead FY 2003***

The Lab will continue to work on the aforementioned initiatives during FY 2003. Activities include:

- Continue communication of the Recruitment and Selection Best Practices Model. Conduct initial and ongoing communication as a way to solicit feedback and essential towards influencing Lab-wide support, successful implementation, and ongoing assessment.
- Assess how the new Applicant Tracking System (ATS) supports the Best Practices Model. Make refinements to the ATS as needed.
- Develop and implement a more effective method of obtaining ethnicity/gender information and source code information. This may result in requiring the use of the on-line job application process as the only way to apply for positions at the Lab (i.e., no longer accept mailed, emailed, and faxed resumes). It will require restructuring the Lab's current on-line job application process to make it a "self-managed" process for job seekers. The on-line job application template will need to be revised to add a section for identification of gender and ethnicity data, to include a field for job seekers who "choose not to disclose".

### ***Lawrence Postdoctoral Fellowship Program***

This program is designed to identify, develop and enhance career opportunities for the most qualified candidates from a diverse applicant pool. The program offers challenging opportunities to recent recipients of doctoral degrees to conduct research in areas supportive of the Lab's mission. The Lab programs that will be eligible for a post-doc fellow include: energy sciences, general sciences, biosciences and computing sciences.

As part of the outreach to recruit applicants for the fellowship, the Workforce Diversity Office will implement a comprehensive outreach campaign to a variety of sources and mediums. Fellowship announcement information will be sent to Historically Black Colleges and Universities, Hispanic Serving Institutions, local Bay area research institutions and other relevant women and minority professional and/or university related sources.

## DIVISIONAL DIVERSITY ACTION PLANS

### Past Highlights

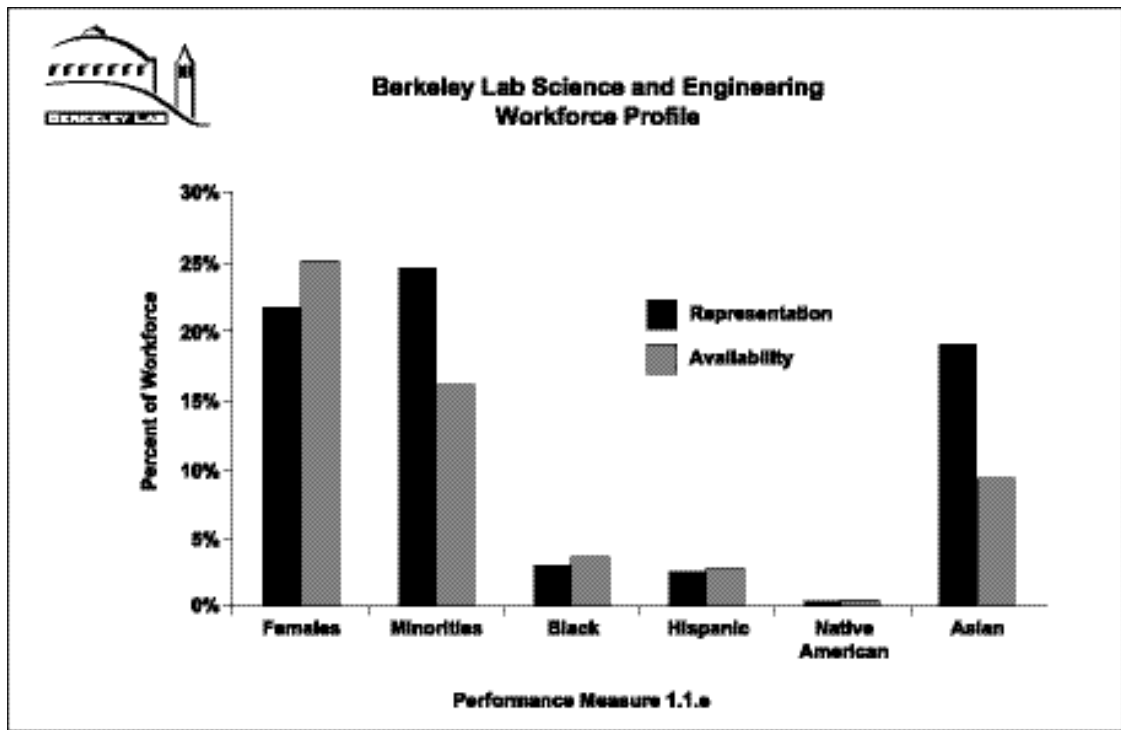
The Laboratory's first year of managing workforce diversity required, and received in the forms of diversity action planning and follow-through, senior management's leadership and accountability.

In its second year of diversity activities, Berkeley Lab division management again participated in diversity planning by submitting diversity action plans that target their short- and long-term staffing and recruiting needs. Many division managers cited specific efforts toward diversity outreach and student internships—activities supported by the Laboratory's School-to-Career and Center for Science and Engineering Education programs. This Laboratory-wide support of Berkeley Lab's School-to-Career and mentorship programs has in the past year doubled its number of student interns, many of whom have become qualified new hires, advancing the diversity planning and science mission for the Department of Energy.

In his State of the Laboratory Address for FY 2002, Director Shank praised the divisions' efforts to raise the Laboratory's level of diversity performance to Industry Standards. Within just a year of implementation, the Director's diversity initiatives have resulted in Laboratory-wide results:

- A new 100% tuition-reimbursement program for employee advancement.
- New efforts to establish Engineering Division internships in conjunction with minority-serving institutions. These efforts are in addition to our broader and inclusive outreach activities.
- Support for minority national science associations and UC Berkeley minority graduate recruitment efforts. This support is in addition to our broader and inclusive outreach efforts.
- School-to-Career internships and Laboratory mentorships in biotechnology and other science areas and engineering have doubled to 25 participants.
- In their diversity plans for years 2001 and 2002, many divisions cited impressive efforts toward diversity outreach and student internships relative to correcting underutilization and thereby increasing diversity in our science and engineering workforce.

The Berkeley Lab workforce has driven the success of Laboratory science, and the Laboratory's reputation for scientific excellence relies on the diversity and creativity of its staff. Overall, the Laboratory's science and engineering (S&E) workforce is composed of 24.7% minority employees, exceeding the national-labor-market availability for minority employees by more than 8%. However, the Laboratory still needs to improve its S&E workforce representation of specific underutilized groups, most notably female and African American employees.



**Berkeley Lab Science and Engineering Workforce Profile – June 2002**

Through continued recruitment programs at minority institutions and in urban areas, postings and support of minority-serving science organizations, and strengthening of student programs such as School-to-Career and CSEE, the Laboratory can continue to enhance the diversity of its S&E hiring pool, which will bring more opportunity to correct underutilization of minorities in the S&E workforce. These efforts are in addition to our broader and inclusive outreach activities.

### **FY 2003 Plan**

As the Laboratory approaches its third year of implementing workforce diversity, it is now expected that each year, all divisions will continue to develop and implement diversity action plans that address “two main elements” as defined by Director Shank: (1) “innovative actions to enhance the work environment for all employees” and (2) “methods of assuring hiring pools that are as diverse as possible.”

The Director will further the Laboratory’s commitment to diversity best practices through two important initiatives: the establishment of the Diversity Best Practices Council (DBPC), and the addition of a workplace diversity expectation for all employees’ annual Performance Review and Development (PRD). As noted below, the DBPC will serve to integrate diversity activities at the senior management level, and the PRD diversity expectation will focus on employee daily interactions.

Beginning at the start of calendar year 2003, the DBPC will be established to provide a forum for senior management to leverage diversity best practices around each division's various initiatives and programs and to inform and integrate diversity activities across divisions.

The formation of the Council will carry out the following objectives:

- Create synergy between division/department diversity plans and initiatives.
- Visibly recognize diversity best-practices models and achievements throughout the Laboratory.
- Mentor new initiatives and grow best practices models across the Laboratory.
- Create a balanced scorecard to track and measure progress, and serve as a resource and reality check on affirmative action and diversity progress for the Director.
- Identify and address emerging affirmative action and diversity issues.

To ensure that the DBPC receives cross-functional guidance, Laboratory Management offices and services provide strategic support and planning, including the Office of Workforce Diversity, Planning and Strategic Development, Human Resources Recruiting and Staffing, and the Center for Science and Engineering Education (CSEE).

With respect to our diversity work place expectation, beginning in FY2002 and continuing in FY2003, the Workforce Diversity Office provides diversity training to discuss with Laboratory managers and supervisors the new diversity expectation for all employees.

“Employees at all levels of the organization are expected to work effectively within our diverse culture by promoting and supporting an environment in which all employees are valued, respected, and included. Managers and supervisors have the additional responsibility to enhance this development by modeling and sustaining the commitment among team members and staff.”

Web Site for Workforce Diversity Office (<http://www.lbl.gov/Workplace/WFDO/>)

Web Sites for Individual Workforce Diversity Action Plans (<http://www.lbl.gov/Workplace/WFDAP/>)

**POLICIES AND SERVICES IN  
SUPPORT OF EMPLOYEES****Employee Assistance Program**

The UC Employee Assistance Program strives to ensure a healthy work environment by offering personal counseling and referral services to Berkeley Lab staff and consultation for management.

**Flextime**

Berkeley Lab offers a Flextime program that allows most employees some flexibility in scheduling their work hours. The Laboratory also supports telecommuting as a viable work option under certain circumstances. The Laboratory's RPM, Section 2.22 D 1 through Section 2.22 D 5, *Flextime*, provides details regarding the policies, responsibilities, definitions, and exceptions for flextime and telecommuting.

**Telecommuting**

The Laboratory supports telecommuting as a viable work option under certain circumstances. Employees telecommute when, on a periodic basis, during their scheduled work hours, they fulfill their job responsibilities at a site other than their primary Laboratory work location. Under an approved telecommuting arrangement, all or part of an employee's regularly scheduled work hours are performed at home or at another approved location. Office contact is maintained through the use of telephone, computer modem, and/or fax machine. Employees with telecommuting arrangements will be accessible during designated working hours and will meet their supervisors and attend Laboratory meetings at the request of the supervisor.

**Training****Computer Applications**

The Lab offers on-site training through AIM Computer Training in Access, Word, Excel, PowerPoint, Netscape Emailing, Netscape Calendaring, and FrontPage.

**Human Resources/ PeopleSoft On-Site Training Courses**

The Human Resource Information System (HRIS) is available to any employee with a need to access or update personnel data. Hands-on Training in HRIS includes -Introduction to HRIS, Query Basics, and Introduction to the Training Module. Other hands-on training included Recruitment/Restruct and Guest/Contract Work Processing.

**The Financial Management System (FMS)** is available to any employee with a need to access the laboratory financial information. Six (6) courses are available - Project Setup, Resource Adjustments, Query, Web Reporting, Janus, and nVision .

**Labor and Employee Relations**

Focused training on management issues in labor and employee relations. It is open to LBNL supervisors and managers as defined by the Higher Education Employment Relations Act (HEERA).

**Environment, Health and Safety**

Training classes offered on a variety of safety topics and delivered via the web, video, hands-on and lecture.

**Training Reports**

The EH&S Training Web Site allows employees to complete or modify an EH&S Training Questionnaire, obtain reports for you and your employees on EH&S training status, request course credit, and establish training groups based on your needs.

**Work Force Diversity Office Workshops**

The Work Force Diversity Office offers two courses: "Effective Leadership for Managing a Diverse Workforce- Turning Insight into Action" (for Managers and Supervisors), and "Sexual Harassment and Discrimination Prevention Training" (for both Employees and Managers).

All employees can self enroll themselves into training courses through the Employee Self Service website: <https://hris.lbl.gov/>  
The Employee Development and Training website can be accessed at: <http://www.lbl.gov/Workplace/HumanResources/EDT/>

**COMMITTEES AND  
ASSOCIATIONS****Diversity Best Practices Council**

The Diversity Best Practices Council will provide a forum for council members to leverage and implement diversity best practices and processes in their divisions, while integrating the Laboratory's diversity initiative as a whole. The foundation of the Laboratory's diversity initiative rests on the achievement of the following goals:

- Innovative actions to foster an inclusive work environment that makes full use of the contribution of all employees
- A workforce that reflects the availability of qualified women and minorities in the relative reasonable recruitment areas

Functional Objectives:

- Create synergy between division/department action plans and initiatives
- Develop a diversity best practices framework and grow best practices models across the Laboratory
- Mentor new initiatives
- Visibly recognize and communicate diversity best practices achievement throughout the Laboratory
- Identify and address emerging issues
- Welcome the views of outside speakers
- Develop a Lab-wide diversity scorecard

Reporting: Provide feedback to Division and Laboratory Director

Chair: The Council Chair will be appointed by the Director

*Ernest Orlando Lawrence Berkeley National Laboratory is an institution with a tradition of, and dedication to, excellence in scientific research, technological innovation, educational opportunities and service to the nation. Reflecting the nation's values, the Berkeley Lab is dedicated to integrating diversity into its research culture and to providing an environment that is accessible and hospitable to all employees.*



**Employee Associations**

The Employee Activities Association supports a variety of recreational, cultural and wellness clubs with financial and technical assistance. New clubs are welcomed, and funding is based on demonstrated employee interest and a viable club structure. Recreational Clubs include the Bowling Club, Golf Club, Outdoor Club, Soccer Club, Softball Teams, Tennis Club, Toastmasters, Ultimate Frisbee Club and Volleyball Club. Cultural Clubs include the African American Employee Association, Arts Council, Ex-L's, Green Team, Latino and Native American Association (LANA), Lesbian, Gay & Bisexual Association, Music Club, Postdoctoral Society, Women in Science & Engineering and Work/Family Committee. Wellness Clubs include Body Works and the Yoga Club.

**SPECIAL EVENTS****Multicultural Resource Guide**

The Lab's Office of Work Force Diversity has developed an annual Multicultural Resource Guide, which includes a calendar that identifies various landmarks and celebrations associated with various cultures, nationalities and ethnic backgrounds. The calendar can be accessed on the web at <http://www.lbl.gov/Workplace/WFDO/multicultural.html>

The guide seeks to familiarize the Lab community regarding the customs, beliefs and contributions of people from diverse cultures and traditions. The calendar recognizes some of the main cultural celebrations by marking them and organizing related activities. These include:

February: Black History Month

March: International Women's History Month

May: Asian Pacific American Heritage Month

September: National Hispanic Heritage Month

October: Lesbian, Gay & Bisexual History Month

November: National American Indian Heritage Month

Activities recognizing the cultural landmarks listed above will be organized throughout the year. The Office of Work Force Diversity will invite students and faculty of local schools to participate in these activities. Suggestions and assistance will be sought from Lab employees and organizations.

**CENTER FOR SCIENCE AND  
ENGINEERING EDUCATION**

The Berkeley Lab's Center for Science and Engineering Research (CSEE) offers research fellowships to undergraduate students from colleges, community colleges and universities throughout the country. A ten-week summer program and a 15-week fall spring semester experience are provided. As part of our broader outreach activities faculty at predominantly minority serving institutions are notified of these opportunities and their students are encouraged to apply.

Student Undergraduate Laboratory Internship. This is the primary program for undergraduates at Berkeley Lab. The U.S. Department of Energy's Office of Science program is open to any undergraduate student who is a U.S. citizen or Permanent Resident Alien, at least 18 years of age, and enrolled in an accredited U.S. College or University. It is for students in any scientific or engineering discipline. The community college initiative and preservice teacher program are more specialized summer fellowship programs for students from across the country with emphasis on California students.

Nuclear Chemistry Summer School (NCSS). A limited number of positions will be made available to students who attended the Nuclear Chemistry Summer School in the Summer of 2000 but who do not meet one specific qualification of the SULI program (i.e. those who have received their BS degree in the semester immediately preceding the term for which they are applying.)

LBNL Undergraduate Fellowship Program. A limited number of positions will be made available to undergraduate students who do not meet some of the qualifications and conditions of the SULI, or NCSS programs. However, first consideration for research fellowships will be given to applicants to the above programs. Availability of positions is dependent upon the availability of specific program funds. This can include students who have outside funding and are looking for a research opportunity to fulfill the requirements of a fellowship or scholarship program.

The Community College Institute of Science and Technology. The Berkeley Lab is participating in this Department of Energy - American Association of Community College program. The institute at LBNL is open to students from Community Colleges. California Community Colleges are notified of the opportunities these programs offer for their diverse student bodies.

The Preservice Teacher program provides students who are planning to teach science or mathematics at the secondary level with a research experience designed to help them prepare for their teaching career.

**Center for Science and  
Engineering Education**  
(continued)

**High School Student Research Program (HSRP)**

A six-week scientific internship program for Bay Area students in grades 11 and 12 is designed to give students exposure to various fields of science through hands-on research activities. The program encourages students to pursue careers in science and teaches them real-world job skills. Students are recommended by their science teachers or through academic program partners, such as Richmond High School Science and Industry Career Academy or the Berkeley Biotechnology Education Initiative.

Scientists interested in serving as mentors will provide substantive assistance to students and exposure to science and technology careers.

**Teacher Training.**

Summer institutes for teachers are provided through teacher professional development grants. The focus of the program is on East Bay schools with diverse student populations. The goal is to raise student achievement and promote careers in science and engineering by providing the students' teachers with updated knowledge about the science frontiers at Berkeley Lab to better motivate and guide students their classrooms. Initiatives for Science and Mathematics Education (ISME) teachers can apply.

**SCHOOL TO WORK  
PARTNERSHIPS****Peralta Community College District**

The Laboratory's School To Work is a process of education, which combines work experience with regular college instruction as an integral part of the community college curriculum. It is called Cooperative Work Experience Education because it is dependent upon employers and education cooperating to form a more complete educational program for the students. It is a unique plan of education by integrating classroom study with planned, supervised work experience. Crucial to the integration of classroom study and supervised work experience is strong administrative support.

It is based on the principle that well-educated individuals develop most effectively through an educational pattern that incorporates work experience. Through these structured experiences in business, industry, government and human services, the students bring enrichment to their college studies which enhances their total development.

The Laboratory's School To Work program's essential ingredients are that the experience is included as part of regular college curricula and that institutions assume the responsibility for integrating work experience into the educational process.

**Benefits of Cooperative Work  
Experience Education**

Many unique and distinct benefits can be found in Cooperative Work Experience Education. It is one of the most community-oriented programs a college can develop. It involves public and private employers, students and administrators.

**The Student**

1. Has the opportunity to learn or improve employment skills under actual working conditions.
2. Gains perspective on career goals through application of classroom theory to "real life experience."
3. Builds self-identity and confidence as a worker through individual attention given by instructor/coordinators and employers.
4. Has opportunities to test personal abilities in work environments.
5. Has a more realistic approach to the job market.
6. Will gain a better understanding of human relations.
7. Will learn to apply Management By Objectives (MBO).
8. May refer to work experience education on future job applications.
9. Benefits financially while learning.
10. Can begin a career earlier.

- |                     |   |
|---------------------|---|
| <b>The Employer</b> | <ol style="list-style-type: none"><li>1. May assume a more active educational role in the community college.</li><li>2. Is provided with the opportunity to communicate business and industry's needs to the college.</li><li>3. Benefits when supervisor/employee communications and relationship are improved.</li><li>4. Experiences lower recruiting and training costs since a pool of trained students are able to move into permanent positions. Nationally, over 60 percent of School To Work students go to work permanently for their School to Work employers after graduation.</li><li>5. Often has more motivated, enthusiastic employees because their work is evaluated and translated into college units.</li><li>6. Frequently experiences less employee turnover since adjustments to the job can take place during School To Work activity.</li><li>7. Is assisted in implementing affirmative action programs by improved access to minority employees through School To Work.</li></ol>  |
| <b>The College</b>  | <ol style="list-style-type: none"><li>1. Is able to develop a more active involvement with this community.</li><li>2. Enhances Instruction through the refinement of student skills and knowledge in a business/industry or public agency setting.</li><li>3. Experiences lower attrition since students can finance their education and relate it to job requirements and advancement.</li><li>4. Has a cost-effective program in School To Work which often results in students attaining full -time enrollment status.</li><li>5. Receives valuable, current input from business and industry concerning labor market conditions and the implications for course content and placement opportunities.</li><li>6. Utilizes business and industry facilities and equipment which extends educational opportunities beyond its normal resources.</li><li>7. Utilizes the skill and knowledge of outstanding individuals in business and industry in the training of students.</li><li>8. Improves intra-college communication on industry's needs among subject matter instructors, guidance personnel and School To Work instructor/coordinators and managers.</li></ol> |

**Community Advantages**

1. School To Work provides an effective means of helping students become more productive workers.
2. The local economy can realize benefits from greater numbers of skilled workers.
3. Closer cooperation and understanding can be achieved between the community and the college.
4. Students tend to remain in the home community after graduation, thereby developing a more stable work force.
5. A process for direct input into the content of college programs and courses is provided.

Lawrence Berkeley National Laboratory in cooperation with the Peralta Community College District is offering internship/trainee opportunities for currently enrolled Peralta Community Colleges students. The positions will average 20 hours per week during the school year and offer selected candidates the opportunity to earn a salary while enrolled in school and earn academic credit while working. Upon completion of the internship students will be competitive for full time positions at Lawrence Berkeley National Laboratory.

NOTE: This is a temporary assignment with possibility of extension. Candidates must be currently enrolled students at a Peralta District Community College (Laney College, Vista College, College of Alameda), and must be enrolled or have taken the required course work for the Internship/Trainee position.

Internship/Trainee opportunities have included:

- **Facilities:**

Architectural and Engineering Technician Intern/Trainee- \$14.40  
Provide drafting and illustrating support. Assist in field surveys and verifications. Confirm as-built conditions and take field measurements.

- **Facilities:**

Electronics Technician Intern/Trainee- \$14.40. Under supervision perform broad and varied troubleshooting, installation, and repair. Working from schematics, instruction manuals, sketches and verbal instructions, perform fault diagnosis, repair, maintenance, calibration and checkout of broad range of electronic equipment and systems to the component level.

- **Information Computing Sciences:**

Computer Systems Engineer Intern/Trainee- \$20.10. Resolve end user desktop problems referred by the Help Desk for Action. Hold formal training and informal coaching sessions of users in response to inquiries or problems that occur more frequently.

- **Environmental Health and Safety:**

Radiological Control Technician Intern/Trainee - \$12.17/hr. The position, under close supervision, assists higher-level health and safety personnel implementing the Laboratory's safety program in radiation protection support. Assists experienced technicians with radiation and/or contamination surveys, inventories and audits of work areas surrounding accelerators, radiation-producing machines and in laboratories handling radioactive material.

- **Financial Services:**

Subcontract Assistant/Intern Trainee - \$12.15/hr. The position will perform the full range of administrative duties including assisting Subcontract Administrators. Answer limited questions, making sure that all responses are handled in a timely manner. Using an IBM-PC and word processing software (for extended periods of time), assist Subcontracts staff by preparing, proofing, editing a variety of documents/ letters, including Request For Proposals (REP), RFP Mailing lists, Reports, and various Forms. Photocopy and mass mail Subcontract documents. Send and Respond to telephone calls, faxes, e-mail messages, and hardcopy correspondence from Subcontractors and Research Division clients.

As an ongoing effort, the Laboratory's goal during the 2003 Fiscal Year is to place several intern students in the above occupational categories. Furthermore, student interns placed in these areas will be considered for career employment opportunities upon successful completion of their School To Work internships.

**BERKELEY BIOTECHNOLOGY EDUCATION, INC.****BBEI Overview**

BBEI, also known as Berkeley Biotechnology Education, Inc., is a not-for-profit corporation founded in 1992 [as a result of an innovative public/private partnership between Miles Inc. (now Bayer Corp) and the City of Berkeley] to create partnerships between industry and the schools and whose mission is to seek educational reform to address the growing need of under-achieving, unmotivated high school students, especially those from lower-income families and those with little experience about the world of work. It is also BBEI's mission to encourage industry to recognize its role in the training of the technical workforce so essential to their own success in the 21st century.

BBEI currently coordinates many aspects of the biotechnology education and training programs at local high schools (Berkeley High School and Oakland's Life Academy), an education to employment program for juniors and seniors and acts as a liaison between industry and the developing biotech program at Laney College in Oakland. BBEI has developed a 9-part model whose components combine to form an integrated and comprehensive program that addresses what has been termed "school to work", but which more appropriately confronts issues as broad as industry participation with schools and nonprofit agencies, workforce preparation for populations under represented in the sciences, and training for entry-level skilled technical positions. The 9-part model includes:

1. High School Program with appropriate curriculum guided by collaboration between education and industry and appropriate teaching styles and evaluation of student performance.
2. Paid Summer Internships for Enrolled High School Students to obtain real employment experiences in positions similar to those jobs they would secure following completion of the program, and practice in skills required for getting and keeping a job.
3. Community College Program with appropriate state-approved curriculum and hands-on experiences guided by educators and industry; articulation between high school and community college portions.
4. Paid Teacher Internships in Industry to address lack of experience with hands-on industry needs and issues and ability to transfer skills development into curriculum; and teacher training in specific biotech curriculum and related social ethical issues of biotechnology and/or other industry-driven concerns.



**BBEI Overview (continued)**

Co-op Employment Experiences for Community College Participants to enable year round work experiences for students advancing in the program through contract relationships with BBEI and company to assure direct linkage between work and school. Job Placement services including employment development, preparation, and counseling, as well as linkages with industry partners to assist in transition between training and work. Facilitation of Industry Forum to continually expand on the engagement of industry partners to work with BBEI and to ensure education/industry collaboration in training and placement. Support Services for participants and families (including mentoring, tutoring, and counseling and facilitation of family understanding of work experiences) that "close the gap" between current support mechanisms and those needed to achieve successful program completion and employment. Evaluation of program and all components and data collection on participant outcomes.

The Laboratory's goal during the 2003 Fiscal year is to place several intern students in the above occupational categories. Furthermore, student interns placed in these areas will be considered for career employment opportunities upon successful completion of their internships.

As an ongoing effort, the Laboratory also considers qualified minorities and women currently not in the workforce whenever an appropriate opportunity arises.

**SCIENCE EDUCATION  
OUTREACH**

The Berkeley Lab develops and implements programs that utilize DOE scientific resources to improve the content of mathematics, science, and technology education in the region and throughout the country. These efforts for improved technical and scientific education are essential for the fulfillment of the Department of Energy missions. On an annual basis, The Laboratory's Center for Science and Engineering Education's activities reach thousands of students and faculty. The Center conducts national programs sponsored by DOE's Office of Science, including the Student Undergraduate Laboratory Internship Program (SULI), the Community College Initiative (CCI), the Preservice Teacher Program (PST) and the Faculty Student Team Program (FaST), as well as programs cosponsored by other agencies, including the National Science Foundation, National Institutes of Health, and the State of California.

The Laboratory has been leading the development of models of education and outreach to the California student population to ensure a diverse science and engineering work force. Partnerships with California Community Colleges are underway to bring the power of the computing, biotechnology and environmental resources of DOE to underserved college populations. Berkeley Lab enables the professional development of teachers through programs at the Advanced Light Source and other program areas, and supports a School-to-Work educational program at high schools and junior colleges to diversify the work force.

### **Center For Science & Engineering (CSEE) Ongoing Project Activities Summary**

School Tours Program	Year round tours for high school and middle school students and teachers
Daughters and Sons To Work	Winter and spring middle school tours for all Berkeley Middle school seventh grade students. (1998-2002/CSEE/LHS)
Student Research Participation Program	Six Week summer research participation program for high school students. (1994-2002/CSEE)
Teacher Research Associate Program	Eight week summer research participation program for high school teachers. (1983-2002/CSEE)
Community College Initiative	Eight week summer academy for Community Colleges students with predominantly minority populations. (1999-2002/CSEE).
Undergraduate Research Participation Program	Summer, Fall and Winter-Spring program for about 100 undergraduate students annually. (1964-2002).

### **Service to the UC Office of the President and State Department of Education**

California Science Standards	Rollie Otto (1998-2000) Consultant to Academic Standards Commission and California Department of Education.
Science Framework for California Public Schools	Rollie Otto (2000-2001) Editor and Consultant to California Department of Education
California Science Test	Rollie Otto (2000-2002) Member Science Content Review Panel
Science Teacher Credential Standards	Rollie Otto (2001-2002) Member Science Subject Matter Panel
California Science Framework	Rick Norman and Rollie Otto (1999) Science Curriculum Framework and Criteria Committee.
All Scientific Program Division	Tours of research labs with talks by research group leaders.

### **LBNL Divisions and Departments**

All LBNL Divisions	Tour guides, workshops for kids, presentations.
Scientific Program Divisions and Support Departments	Mentors supervise student work assignments- usually special projects.
Advanced Light Source (MMRI) and Life Sciences Division	Lectures, presentations and research mentors for teachers. Pre-college education and career web site.
All Scientific Divisions	Lectures, presentations and research mentors for teachers.

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**Section 5****Action Oriented Programs**

Computing Sciences Division	Planning and guiding education technology program. Community college/industry partnerships for information technology- school to career.
Nuclear Sciences and PID	Development and dissemination of instructional materials through workshops and presentations.
All Divisions	Presenters and speakers.
Life Sciences Division	Provides a four-week workshop designed around teaching the skills for doing biotechnology. Genomics tour and workshop for seventh grade students from East Bay middle schools.
Life Sciences, Earth Sciences, Computing Sciences	Provide research mentors for students in research groups.
Physics, Nuclear Science, Work Force Diversity	Instructional materials development and provides support and resources for access to research tools in the Supernova Cosmology Project.
All Scientific Divisions	Mentors for students in research assignments.
All Scientific Divisions	Presentations and tours for leaders in education.
High Energy Physics	QuarkNet - international precollege teacher training program.
Life Sciences/Work Force Diversity	BBEI and School to Work - Summer research appointments for high school and community college students.
National Energy Research Scientific Computing Center (NERSC)	Whole Frog Project - on line student activities for use in K-12 schools.
Life Sciences Division and Advance Light Source	Ethical Legal and Social Issues - on line student activities for use in K-12 schools.
Environmental Energy Technologies Division	Home Energy Saver - on line student activity for use in high schools and colleges.

**PROGRAMS****Student Undergraduate Laboratory  
Internship Program (SULI)**

Laboratory provides undergraduate summer and academic year research appointments to outstanding science and engineering students who have completed their sophomore year at colleges and universities throughout the country. Recruitment for both programs is based on a national search and selection is competitive. Selection criteria include: (1) academic performance, (2) faculty recommendations, and (3) the student's interest in and match to ongoing Lawrence Berkeley National Laboratory research and development activities.

**Faculty Student Research Teams  
(FaST)**

Some students participating in the SULI program will be part of Faculty Student Research Teams (FaST). The program emphasizes research partnerships between Faculty and Berkeley Lab investigators. Most of the students' time during the 10- to 15-week appointment at the Berkeley Lab is spent at their research assignments under the direction of both the participating faculty member and Berkeley Lab investigator. Students attend weekly seminars, lectures, and tours. They are also given mini-workshops on computing, scientific writing, technical presentation, and energy-related careers. Each student makes either an oral or poster presentation and submits a written research report. The scientist/engineer with whom the student works prepares a written evaluation of the student's work during the semester. Outstanding students are sponsored by the Berkeley Lab to present papers at a national conference for student researchers.

**Ernest Orlando Lawrence  
Berkeley National Laboratory  
Education Outreach Program**

The Ernest Orlando Lawrence Berkeley National Laboratory Education Outreach Program provides resources to support mathematics, science, and technology education in Bay Area schools. The Program provides a bridge between the Berkeley Lab and the local schools to enrich education in the schools. It also serves to increase community awareness of the Laboratory and its mission.

**PROGRAMS***(continued)***High School Student Research Program (HSRP)**

The Student Research Program is an eight-week science and technology internship open to San Francisco Bay Area students. The program makes an effort to recruit students underrepresented in science (African Americans, Latinos, Native Americans, and women) and the economically disadvantaged. This program provides students with a multidisciplinary scientific research experience, access to a national laboratory and an opportunity to explore science career options.

Participants are active members of a research group and are assigned research mentors who insure the students have meaningful educational experiences. During the internship, students keep daily journals, attend seminars and participate in scientific workshops. At the conclusion of the program, students make formal presentations pertinent to their research project.

**Daughters and Sons to Work Day (DSTW)**

Take Our Daughters and Sons To Work Day, founded by the Ms. Foundation for girls ages 9-15, is a one-day event coordinated by the Education Outreach Program. Studies show that young women begin to lose self-confidence in their mathematics and science abilities while in junior high school. These studies form the premise for DTW, one day of hands-on science, engineering, technology, and vocational workshops aimed at recognizing and encouraging the potential that science can hold for women. Since its inception, this program has been expanded to Daughters and Sons to Work Day (DSTW).

**School Tours Program**

School Tours Program component of the Education Outreach program makes a vital contribution to the education community by acquainting students and teachers with the vast research projects conducted at LBNL. The scope of this program is extensive.

Students, teachers, administrators, and community leaders from the San Francisco Bay Area, as well as throughout the United States and some foreign countries, visit the Laboratory on an average of twice a month. These tours are comprised of:

- Visits to various LBNL facilities, such as the Advance Light Source, the National Center for Electron Microscopy, and the Human Genome Center,
- Scientific and Computer demonstrations, such as Liquid Nitrogen, and Hands-On Universe, and to various LBNL facilities, such as the Advance Light Source, the National Center for Electron Microscopy, and the Human Genome Center,
- Career speakers.

During 2001-2002 approximately 2000 individuals visited the Laboratory through the Education Tours component. The range of visitors was extremely diverse.

## **Affirmative Action Program**

### **Section 6**

## **FY 2003 Placement Goals**

**41 CFR 60-2.15(b)  
and 60-2.16**

#### **GOALS**

Underutilized areas are identified using the measure in Appendix D, Labwide Underutilization, where anywhere representation rate is less than availability is considered underutilized. As these underutilized areas are identified, goals must be set to increase the representation of females and people of color in areas where they are presented underutilized. Designed to rectify underutilization, goals represent a benchmark for evaluating the Laboratory affirmative action progress. They provide guidance for the Laboratory to focus on outreach and other recruitment efforts in areas where females and people of color are underutilized. Goals, however, are designed to be met only if hiring opportunities arise. Moreover, they do not require the hiring of a person who is less qualified, nor do they require the hiring of a specified number of persons. Such a requirement would constitute a quota, which is expressly forbidden under the regulations.

#### **Job Group Restructuring**

On 1/1/2002, the Laboratory's Human Resources compensation department initiated a job group restructuring in order to group together job titles that have similar job content and similar range of pays. As the result of the Job Group Restructuring, data from 10/1/01 to 12/31/01 are not compatible with data after 1/1/02. So we will use 1/1/02- 9/30/02 to compute our availabilities, then establish our goals. Availability Goals are equal to Placement Goals. In the future, we will continue with Fiscal Year data analysis covering all four quarters starting in 10/1 and ending in 9/30. (Please refer to Appendix F for more details on Job Group Restructuring).

#### **Good Faith Efforts in Meeting Goals**

Annually, the Division Directors are informed about underutilization in their respective areas. Supervisors and Managers are also responsible for exercising good faith efforts in reducing underutilization in their areas. Being mindful of the Laboratory's affirmative action goals and objectives, they are responsible for recruiting a diverse applicant pool for job openings, particularly for those openings that have been identified with underutilization.

#### **Underutilization Analysis**

In those instances where underutilization exists, annual percentage placement goals are set to address disparities. These goals and affirmative action commitments are designed to correct identifiable deficiencies. In all instances, goals are set for women and minorities equal to availability and are designed to reverse situations of underutilization of women and minorities as identified in AAP Appendix D.

“When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that particular job group, the contractor must establish a placement goal.” (Section 60-2.15(b))

The Laboratory has established placement goals in job groups where the percentage of minorities and women is less than would reasonably be expected given their availability percent in that particular job group.



### Placement Goals

Job Group	Female	Minority	Black	Hispanic	Asian/ Pac Isl	Am Ind/ Alsk Natv
H1-Lab Scientific Management		9.34%	1.34%		6.50%	0.14%
H3-Admin. Management		18.39%	6.65%	4.51%		0.26%
H4-Technical Management	25.95%	23.96%	5.81%	6.05%	11.46%	0.64%
H6-Other Management	37.41%	21.72%		5.59%	9.73%	0.37%
J1-Bio-Medical Scientist			2.16%	3.11%		0.38%
J2-Chemistry	28.48%		5.92%	3.29%		0.27%
J3-Physist	12.94%		2.43%			0.30%
J4-Computer Scientist	21.47%	22.32%	2.46%	2.58%	16.95%	0.32%
J5-Engineers	8.56%		1.83%	1.67%		
J6-Other Scientist/Engineer	22.57%		1.36%	2.46%		0.43%
J7-Economics	39.38%		6.03%	4.46%		0.53%
K1-Administrative Support		39.40%	18.47%	7.38%		0.57%
K2-Human Resources						0.36%
K3-Financial Support						
K4-Legal			3.27%		4.99%	
K5-Technical Editor			5.36%	4.26%		
K6-Other Admin Professional	78.47%	33.35%	9.64%	9.27%	13.57%	0.41%
L1-Information Technician	29.86%	30.52%			21.15%	
L2-Mechanical Engineering			2.98%	4.50%		0.35%
L3-Electrical Engineer	11.13%	17.17%			11.49%	0.13%
L4-Environ't H'lth \$ Safety						
L5-Facilities	29.48%	25.35%	3.80%	5.82%		0.28%
L7-Technical Associate	26.70%	29.54%	3.95%		18.27%	0.41%
L8-Research Associate			5.96%			
M1-Computer Technician	26.98%					
M2-Mechanical Technician	9.49%	25.98%	3.92%	9.71%	11.13%	0.78%
M3-Electronic Technician	16.12%	41.33%		7.78%	24.25%	1.04%
M4-Other Technician						
M5-Design/Graphics					22.31%	
M6-Health/Medical	64.04%			10.29%		0.34%
M7-Accelerator Operators	27.88%	37.54%			22.17%	0.48%
N1-Office Support				10.66%	16.44%	1.44%
N3-Human Resources Support	80.27%			11.49%		3.05%
N6-Purchasing Support		51.93%		15.40%	18.60%	
N7-Other Support			24.05%		9.84%	
O1-Machine Shop	4.82%	38.73%		15.78%	15.28%	0.71%
O2-Crafts/Trades	5.09%	33.03%		14.21%	10.07%	
O3-Mechanics Repair	10.84%	41.93%			22.11%	
P1-Semi-skilled	11.83%				8.96%	0.63%
Q2-Bus Driver	38.88%			10.02%	6.78%	1.73%
Q3-Custodian					16.33%	0.67%

## Affirmative Action Program

### Section 7

### Monitoring 41 C.F.R. § 60-2.17(d)

#### INTERNAL MONITORING AND AUDITING SYSTEM

The Equal Employment Opportunity Officer initiates the monitoring and auditing system for the Laboratory. The Laboratory's auditing and reporting system is intended to complement the Laboratory's existing efforts to maintain compliance. This system is intended to evaluate AA/EEO accomplishments in relation to established good faith efforts. The EEO Officer is responsible to implement the auditing and reporting system. The EEO Officer monitors this system on a quarterly/semi-annual basis. The reporting and audit system provides for:

1. Maintaining and monitoring accurate and up-to-date records on all referrals, applicants, hires, promotions, transfers and terminations by race and sex to be certain that all employees are treated on a fair and equitable basis.
2. Meeting reports from unit managers on a scheduled basis that indicate the degree to which Laboratory goals are attained.
3. Reviewing all selection, promotional and training procedures to ensure that they are nondiscriminatory.
4. Informing, on a regular basis, top management of the effectiveness of the policy and recommendations for improvements, if necessary.

#### LABORATORY MONITORING COMMITMENTS

The following procedures are implemented to audit and support the Laboratory's affirmative action efforts. See **Section 3, Responsibility for Implementation**, for details on responsibilities for ensuring that the audit process of AA/EEO efforts is accomplished.

Work Force Utilization Reports are prepared semi-annually and annually for internal dissemination to relevant Laboratory personnel. Analysis of the work force includes the composition and fluctuation of women and people of color, updated availability estimates and utilization levels, and progress toward current affirmative action goals.

The Work Force Utilization Reports, by EEO job group and EEO job category, present the utilization and availability of women and people of color. Data on women and people of color are reported by separate ethnic or racial groups, i.e., Hispanic, African American, Asian, Native American, and Other.

As a matter of practice, the Work Force Utilization data is a key element in Human Resources recruitment and employment processes. The Work Force Diversity Office provides utilization reports that identify laboratory placement goals, which are entered into HRIS (Human Resources Information System). At the creation of every open position (job requisition), the utilization data is displayed on the screen as a reference. The Human Resources center works with the hiring manager/supervisor to develop a recruitment strategy that takes into account the affirmative action goals.

**LABORATORY  
MONITORING  
COMMITMENTS  
(continued)**

Line managers are responsible for being aware of this information. The EO Administrator is responsible for reviewing and advising line managers about the patterns shown in the Work Force Utilization Report. The monitoring system is reviewed periodically to ensure that the data collection method provides current and accurate supporting documentation.

The Laboratory has renewed its commitment to the monitoring and auditing of personnel activities through the development of a Human Resources Information System (HRIS). The HRIS will allow for improved tracking of personnel actions and will provide an accurate historical record of events that was previously not available.

**Job Requisition and  
Hire Justification**

The use of employment forms provides proper documentation of hiring actions taken by the hiring authority for each organization.

The Human Resources Department reviews job requirements to ensure that skills, experience, knowledge, and any other qualifications are job-related and completed correctly before a job is posted so that otherwise qualified prospective applicants are not discouraged by erroneous minimum or desired qualifications.

**Placement Goals**

Placement rate goals are established in the Affirmative Action Program pursuant to 41 CFR 60-2.15 and 60.2.16. These goals are intended to guide the good faith efforts of those involved in recruiting and hiring, leading to the representation of women and people of color at rates comparable to their availability for specific jobs at the Laboratory.

**Recruitment**

The Office of Work Force Diversity and Human Resources Department identify viable recruiting resources that have in the past maintained a consistent pool of available applicants for vacant Laboratory positions.

**EMPLOYMENT  
APPLICATIONS  
ACCOUNTABILITY**

The Human Resources Department enters all applications into Resumix. This Department also records information, such as sex and ethnicity, utilizing an Applicant Data Entry Form that is completed by applicants on a voluntary basis.

The applicant tracking database facilitates the Laboratory's examination of placement statistics. Analysis determines if there is a substantially different rate of selection that adversely impacts a race, sex or ethnic group. The adverse impact analyses are performed on placement rates, promotions, terminations, and other applicable employment decisions. Adverse impact is a mechanism used to identify possible concerns but does not in itself constitute discrimination.

**Selection Analysis**

The WFDO conducts adverse impact analyses using data provided by Resumix by EEO job group as follows: the number of applicants; qualified applicants; interviewees; job offers; and placements by sex, total people of color, and separate racial and ethnic groups. The report reflects both Laboratory and non-Laboratory applicants who are considered for advertised vacancies.

The WFDO compares the data by qualified applicants to placements for adverse impact analysis. As appropriate, identified problems are researched and appropriate corrective actions may be recommended. For example, should adverse impact be discovered in some part or all of the selection process for a specific job category, patterns will be checked and/or job selection packages will be audited.

**Training**

The Human Resources Department's Employee Development and Training Unit generates reports that reflect employee participation in training programs and determines the extent of compliance with the Laboratory's commitment to equal opportunity for all employees. Training results are provided to management for their action, as appropriate. The WFDO reviews training statistics (as provided by the Human Resources Department) to be cognizant of compliance with AA/EEO regulations.

**OTHER MONITORING AND  
AUDITING ACTIVITIES**

In addition to data gathering for recruiting, employment, and internal work force statistics, the WFDO reviews the following situations for compliance purposes:

- Laboratory policies and practices including salary management guidelines are reviewed by WFDO to ensure compliance with current EEO laws and OFCCP regulations.
- Complaints are investigated by the Employee/Labor Relations Unit. Employees needing guidance or assistance in resolving complaints are encouraged to contact the Human Resources Department and/or the WFDO. Complaints are reviewed for discriminatory practices.

**UTILIZATION ANALYSIS**

Utilization analysis, an essential component of the Affirmative Action Plan (AAP), is designed to assist the Laboratory in identifying underutilization areas, develop focused outreach efforts, and implementing Equal Employment Opportunity/Affirmative Action policies. A utilization analysis contains the following interrelated elements: a workforce analysis; a job group analysis, an availability analysis; and an underutilization analysis.

**Work Force Analysis** The Laboratory annually conducts an analysis to organize payroll data to access work force composition by sex and ethnicity for each division/ department. A statistical array of employee counts are summarized by job titles that are ranked from lowest to highest by salary range. All jobs in the work force analysis are located at 1 Cyclotron Road, Berkeley, CA. The Laboratory Director is reported in the University of California, Office of the President (UCOP) Affirmative Action Plan. Appendix A shows the Work Force Analysis Report.

**Job Group Analysis** A job group contains a set of job titles that share similar content and responsibilities, wage rates and lines of progression. All jobs in the job group analysis are located at 1 Cyclotron Road, Berkeley, CA. The Laboratory Director is reported in the University of California, Office of the President (UCOP) Affirmative Action Plan. As a general practice, job titles and job group assignments are reviewed and updated as appropriate (Refer to Appendix B for job group analysis showing the percentage of minorities and women employed in each job group). These 41 job groups at the Laboratory are listed in the **Appendix D**.

**Availability Analysis** An availability analysis determines the level one might expect females and people of color to be represented in a job group, based in their availability in the relevant labor area work force. Additionally, this analysis creates the basis for deciding if females or people of color are underutilized within a job group whereby goals will be developed to correct the situations. Availability, statistics for jobs at the Laboratory have been analyzed and revised, as appropriate, in accordance with the requirements of federal regulations (41 CFR 60-2.14). Additional information relative to the recruitment area and rationales of the weighting factors for each job group can be obtained by request to the Work Force Diversity Office.

Listed below are the procedures used to develop the availability for each job group in this plan.

1. Define the Relevant Labor Market. Each job group's relevant labor market was identified based on the area(s) where the Laboratory normally recruits its job applicants. These areas could be one or a combination of the following: the nation, the state of California, the five Bay Area counties, or the internal work force of the Laboratory.

**Availability Analysis**  
(Continued)

2. Current availability percents are based on 1990 U.S. Census data. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, and become dated as the time between the plan year and the census year increases. To some extent, these problems can be offset by supplementing the census data with educational statistics. Hence we have decided to supplement our availability calculations with educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000/July 2002, published by Commission on Professionals in Science and Technology. Availability estimates for all job groups at the Laboratory were calculated at the beginning of fiscal year 2003 (October 1<sup>st</sup> 2002). In calculating availability, a two -factor analysis was used. The regulation, 41 CFR 60-2.14, requires the use of two-factor analysis, stipulating the consideration of at least the following two factors when calculating availability: (1) the percentage of minorities or women with requisite skills in the reasonable recruitment area; and (2) the percentage of minorities or women among those promotable, transferable, and trainable within the organization.

*See Appendix C in regards to more detailed discussion describing how the Laboratory performs availability analysis.*

**January 1, 2002, Job Group Restructuring**

On 1/1/2002, the Laboratory's Human Resources compensation department initiated a job group restructuring in order to group together job titles that have similar job content and similar range of pays. As a consequence of this job group restructuring, effective 1/1/2002, the number of EEO job groups in the Laboratory's Affirmative Action Program has increased from 33 job groups to 41 job groups. Please refer to **Appendix F** for the job group comparisons. (Note: The number of Job Groups is now 41 rather than 42, as reported last year. This is because EEO Job Group "Q1 Fire" has become inactive at the Laboratory).

## IDENTIFICATION OF PROBLEM AREAS

<b>Compensation Analysis</b>	Wages and salaries are equal for members of both genders and all ethnic groups who perform a job of the same content and responsibility. In response to the requirement on the compensation system in the section on "Identification of Problem Areas", the lab has purchased and installed software application. This allows the lab to perform in-depth analysis to determine if there are gender, race, or ethnicity based disparities in compensation.
<b>Personnel Action Analysis</b>	In an ongoing effort to identify areas of concern and assess progress in correcting these areas, LBNL annually analyzes human resources activities including staff placements, promotions, layoffs and terminations. For this Plan analysis was conducted in three components of the employment process: recruitment, selection and termination. These analyses examined statistics in the applicant to hire, promotion and terminations work force ratios that occurred between January 1 <sup>st</sup> 2002 and September 30, 2002. The first quarter data cannot be part of the analysis because employees were still in the old job group classification before the job group restructuring, which took place on January 1 <sup>st</sup> 2002. The Adverse Impact analysis is to compare groups with the most favored group during a given time period. Thus groups that were disproportionately represented in any one of the above areas are considered to be adversely impacted. (More detail on the Job Group Restructuring can be found at the beginning of Sec 6 and in Appendix F)
<b>Adverse Impact</b>	Historically, in assessing adverse impact for personnel activities such as hiring, terminations and promotions, the Laboratory has alternated between two analytical approaches — analyses focused on Laboratory-wide data and analyses focused on division-based data. In determining the most effective approach, the Berkeley Lab has worked closely with the Office of Federal Contract Compliance Programs (OFCCP). Each approach has merit. Using Laboratory-wide data permits meaningful analysis relative to potential problem areas. Using division-based data focuses the analysis on the organizational unit where personnel actions take place. The latter approach with its smaller numbers, may, however, result in inconclusive statistical analyses.

**Adverse Impact  
Potential Areas of Concern  
Within Job Groups**

The Impact Ratio Analysis (IRA) was used to reach the findings and conclusions for protected groups in each EEO-1 category. The IRA is designed to provide a method to compare selection rates between the protected and non-protected classes. Selection rates for the personnel activities of hiring, promotion, and termination are analyzed. Rates are further divided for each activity by job area or category (job group). The IRA is the number found by dividing the selection rate for unfavored class (that showing the lesser activity per number of class incumbents for promotions and hires) by that of the favored class. Those cases where the selection rate for women or minorities is less favorable than that for others are the ones to be noted. Specifically, if the IRA for women or minorities is less than 0.8 for a particular job category in a particular activity, the occurrence is flagged.

Using the IRA, adverse impact was detected in the following job groups:

Hires	
Black	Asian or Pacific Islander
N1	J1, J3, L1, L2

Promotions			
Black	Hispanic	Asian or Pacific Islander	Female
K1, N1	N1	L7, M3	H3, K1, L7, L8

Involuntary Terminations		
Black	Asian	Female
L8	L1, L8	M4

Voluntary Terminations	
Asian or Pacific Islander	Female
J1, J6, M4, M5	J1, J3, L1, L8, N1

The Laboratory will closely monitor the selection rates of personnel actions in these areas to determine any system patterns and subsequent appropriate action.



**Corrective Actions** The monitoring and auditing activities described herein are used to identify any potential problem areas as called for by 41 CFR 60-2.17(b). The table of EEO job groups with underutilization appear in **Appendix D, Lab-wide Underutilization**.

Any problems that the Office of Work Force Diversity identifies through internal monitoring and auditing procedures are reported through line management. The WFDO monitors the actions described above and the information is subsequently passed through line management levels to the Laboratory Director. The EEO Officer and the Laboratory Director, if necessary, become personally involved with problems in the corrective action process. Managers are responsible for implementing AA/EEO efforts and they are expected to correct identified problems, as already noted in policy.

The Laboratory is underutilized in the job groups identified in **Appendix D, Lab-wide Underutilization**. As stated in **Section 5, Action Oriented Programs**, the Laboratory will continue its good faith efforts to improve representation of women and people of color in these EEO job groups where underutilization occurs as referenced above in the Action Oriented Programs section.

The Office of Work Force Diversity continues to work with units in the Human Resources Department to develop, maintain, and improve databases and programs for tracking applicant flow, new hires, terminations, promotions, and transfers.

Inclusive recruitment, in-house training programs, employee development plans, tuition reimbursement programs, and other programs are just a few examples of how the Laboratory tries to assist women and people of color in competing for positions where the Laboratory has identified underutilization. The Laboratory continues to strengthen its commitment and maintain its good faith efforts by ensuring that women and people of color applicants are considered for Laboratory positions.

**Identification of Problem Areas by Organizational Unit**

In compliance with the guidelines set out in 41 CFR 60.2.11(c) the Ernest Orlando Lawrence Berkeley National Laboratory has developed a work force analysis that lists each job title as it appears in collective bargaining agreements or payroll records ranked from the lowest paid to the highest paid within each organizational unit. The organizational unit used by the Berkeley Lab is Division. See **Sec 1, Introduction**, for details of the Berkeley Lab's organizational units. Each job title is accompanied by information pertinent to the job title, such as the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents in each of the following ethnic categories: Blacks, Hispanics, Asians/ Pacific Islanders, and American Indians/ Alaskan Natives. Refer to **Appendix A, Work Force Analysis**, to review this listing.

All Division Directors are charged with the overall responsibility for implementing AA/EEO policies within their Divisions. Refer to **Sec 3, Responsibility for Implementation**, for more information.

This analysis serves to identify potential problem areas where one or more protected groups are not represented within the divisional workforce.

The results of the fiscal year 2002 review of divisional work force analysis reveal potential problem areas in work force composition of women and people of color in the following divisions:

- Accelerator and Fusion Research
- Advanced Light Source\*
- Chemical Sciences
- Computer Sciences
- Earth Sciences\*
- Engineering\*
- Environment Health and Safety\*
- Human Resources\*
- Information and Computer Sciences\*
- Laboratory Directorate\*
- Materials Sciences\*
- Nuclear Sciences
- Operations
- Physical Biosciences\*
- Physics

These three areas (underutilization, adverse impact, and division work force analysis) are further addressed in **Section 6 Placement Goals**, and **Section 5 Action-Oriented Programs**

\*Only one protected group (Native American) is not represented in the org units' workforce.

## **Affirmative Action Program**

### **Section 8**

## **Compliance with Sex Discrimination Guidelines** **41 C.F.R. 60-20**

#### **OVERVIEW**

The Laboratory's policies and procedures comply with Sex Discrimination Guidelines as set forth in 41 CFR Part 60-20. The Berkeley Lab does not discriminate on the basis of sex with respect to recruitment, advertising, job policies and practices, wages, or employment of women in so-called "non-traditional" employment areas, as explained below.

#### **Recruitment and Employment Advertising**

The Laboratory recruits qualified persons of both sexes for all jobs. Job requisitions, newspaper advertisements, and contacts with community organizations, job placement firms, and school placement officers do not indicate any limitation or preference of sex. Job openings in newspapers are not placed in columns headed "male" or "female" and advertisements are written in language intended not to suggest any sex preference.

#### **Operating Policies and Practices Relating to Personnel**

All personnel policies and practices including collective bargaining agreements apply to employees of both sexes. No policies are written that apply to only males or only females.

##### **Hiring**

Males and females have equal opportunity to apply for all available jobs. The Laboratory has no bona fide job requirements that favor a person of one sex over a person of another sex.

##### **Conditions of Employment**

Wages, seniority, hours of employment, and other conditions of employment are based solely on factors other than sex. Fringe benefits are available to employees equally, based upon terms of employment, and are provided without regard to consideration of sex.

##### **Marital and Family Status**

Neither marital nor family status of applicants and employees affects their participation in fringe benefits or other aspects of employment.

##### **Facilities**

The Laboratory provides appropriate physical facilities for both sexes.

##### **Protective Laws**

The Laboratory has no jobs that women are prohibited from performing.

<b>Maternity Leave</b>	Leave of absence because of pregnancy is treated the same as leave of absence for a disability. Maternity benefits are provided for female employees. These benefits were planned so that female employees are not penalized in their employment on account of childbearing. Leave of absence is also granted upon request of an adoptive parent of any infant six months of age or under at the time of placement in the adoptive home. Upon returning from maternity leave or any other authorized leave, the employee is assigned to the same position or to a similar position with like status and like pay. Maternity leave and benefits are the same for married and unmarried employees. The Laboratory's various collective bargaining agreements also have provisions for maternity leave.
<b>Family Leave</b>	The Laboratory complies with the California Family Rights Act of 1991 and the Federal Family Leave Act of 1993. All eligible employees are entitled, upon request, to at least four months of unpaid leave in a 24-month period to care for a newly born or adopted child or to care for a child, parent, or spouse who has a serious health problem.
<b>Retirement</b>	The retirement systems in effect at the Laboratory are those approved by the University of California and are described in the RPM in Section 2.15D. No distinctions based on sex are made with respect to participation in the retirement program.
<b>Wages</b>	Wages in the Laboratory's system are based on an employee's relevant education, experience, and performance and do not take sex into consideration as a salary variable.
<b>Job Classification</b>	Job classifications at the Berkeley Lab are not segregated by sex. The Laboratory seeks women for all job classifications, including positions for which women may not have traditionally applied. Both sexes have equal access to in-house training programs as well as to reimbursement for external training.
<b>Sexual Harassment</b>	It is the Laboratory's policy that sexual harassment is not tolerated and that discipline, which may include termination, will result if employees are found to have violated this policy. The policy on sexual harassment carries the signature of the Laboratory Director. The Equal Opportunity Administrator delivers training programs to address issues related to sexual harassment for supervisors, managers, and employees.

## **Affirmative Action Program**

### **Section 9**

## **Compliance with Guidelines on Religion and National Origin**

**41 C.F.R. § 60-50.2  
and 60-50.3**

#### **OVERVIEW**

In compliance with the guidelines set out in 41 CFR 60-50, the Laboratory does not discriminate on the basis of religion or national origin with respect to any employment condition, including but not limited to recruitment, employment, transfer, promotion, demotion, wage rate, training, layoff, and termination.

#### **Positive Recruitment**

The Laboratory enlists the assistance and support of all recruitment sources in connection with its commitment to provide equal employment opportunity without regard to religion or national origin.

#### **Dissemination**

The EEO/AA policy is disseminated both externally and internally to employees and applicants through the general EEO/AA practices as described in preceding sections.

#### **Accommodation**

The Laboratory makes reasonable accommodation to the religious observances and practices of employees and prospective employees, including granting vacation and/or leaves of absence, when such accommodation can be made without undue hardship on the conduct of its business.

### OVERVIEW

To ensure that all employees know of the Affirmative Action Programs, the Laboratory has made its policy available in a variety of ways, including the following:

**Note: The terms special disabled veteran, veteran of the Vietnam Era, recently separated veteran, and other qualified veterans who served on active duty during the war or in a campaign or expedition for which a badge has been authorized, will be replaced hereafter by “covered veterans.”**

### Compliance

As a part of the University of California, LBNL maintains a Nondiscrimination and Affirmative Action Policy regarding all employees. This is also included in section four.

In accordance with applicable state and federal law, it is the Laboratory's policy to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic characteristics) age, citizenship, or status as a covered veteran. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities, women, individuals with disabilities, and covered veterans, through formally written affirmative action plans.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a federal contractor, for minorities and women; for persons with disabilities; and for covered veterans. The University commits itself to apply every good-faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements and are consistent with University standards of quality and excellence.

LBNL provides reasonable accommodation to the religious observances and practices of employees and applicants except where such accommodation causes undue hardship on the conduct of LBNL business. The extent of the Laboratory's obligation is determined by considering business necessity, financial costs and expenses, and resulting personnel issues.

**Harassment** Pursuant to §60-250.44(e) and §60-741.44(e), the Laboratory has developed and implemented procedures to ensure that employees are not harassed because of their status as a covered veteran or individual with a disability. These measures include stating the Laboratory's nondiscrimination and harassment policies in the Laboratory's policy and procedures manual, addressing nondiscrimination and harassment in supervisor and manager training courses, and providing a variety of formal and informal complaint resolution options.

**Availability of Plan** This written Affirmative Action Program for covered veterans and Qualified Individuals with a Disability is available for inspection by any employee or applicant for employment upon request during regular business hours at the Work Force Diversity Office. A copy of the program is distributed to each Division Director.

**Posters** At several locations, EEO/AA notices are posted in areas where they can readily be seen by employees and job applicants. Among these notices are (a) the U.S. Department of Labor poster which informs applicants and employees in English and in Spanish of employment rights of Qualified Individuals with a Disability and covered veterans on the Family Medical Leave Act, (b) the U.S. Equal Employment Opportunity Commission's poster "Equal Employment Opportunity is the Law," (c) Department of Fair Employment and Housing poster in English and Spanish prohibiting discrimination in employment, (d) and (d) the Laboratory Director's Equal Employment Opportunity/Affirmative Action Policy Statement.

**Publications** The commitment to affirmative action is publicized by setting forth the policy statement in the quarterly in-house publication *LBL Research Review* and materials/publications used for recruitment purposes.

The Vocational Rehabilitation Program is described in the *Regulations & Procedures Manual* which includes information on special selection procedures for employees with a disability.

**Self-Identification Invitation  
And Form**

All employees who believe themselves to be covered by either the Rehabilitation or the Readjustment Assistance Acts are invited to identify themselves voluntarily. All applicants will receive a self-identification form after an offer of employment has been extended. On an annual basis, an invitation for employees to self-identify is mailed through the internal mail system to all employees by the Work Force Diversity Office.

The information provided is kept confidential, except that supervisors may be informed regarding restrictions on duties and appropriate accommodations. First aid and safety personnel may be informed, where appropriate, if a condition might require emergency treatment, and government officials investigating the Laboratory's compliance with relevant affirmative action regulations shall be informed. A copy of the self-identification invitation and transmittal memo is located at the end of this section.

**EXTERNAL DISSEMINATION  
OF POLICY**

The Laboratory disseminates its affirmative action policies through the following practices:

**Recruiting Sources**

The Laboratory enlists numerous recruiting sources, including the State Employment Development Department, State vocational rehabilitation agencies, educational/training agencies, and organizations for individuals with a disability and covered veterans. Representatives of the various recruiting sources are briefed by the Human Resources Department via telephone communications and mail campaigns. Many of these agencies and organizations receive the *Current Job Opportunities* listing to encourage the referral of qualified individuals with a disability and covered veteran applicants.

**Outreach Activities**

To augment its efforts related to the employment and advancement of qualified individuals with a disability and covered veterans, the Laboratory conducts outreach through job opportunities publications.

**Technical Assistance**

Advice and technical assistance on proper placement, training, and accommodation possibilities for qualified workers with a disability are sought from the State of California Department of Rehabilitation and social service agencies and nonprofit organizations like the Center for Independent Living that serve individuals with disabilities. For example, for advice on assistive devices and sign language interpreters for hearing-impaired employees or applicants, the Laboratory utilizes the services of the Center for Independent Living (CIL).



**Purchase Orders** To ensure all its subcontractors and suppliers know of and prescribe to its policy, the Laboratory, consistent with the requirements of the regulations implementing Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, has incorporated clauses in its procurement documents (including requests for quotations, purchase orders, and subcontracts) that prohibit unlawful discrimination; promote equal employment opportunity and affirmative action in employment for women, people of color, persons with a disability, and covered veterans; and encourage utilization of small businesses owned and controlled by socially and economically disadvantaged individuals.

**RESPONSIBILITY FOR  
IMPLEMENTING POLICY**

Refer to **Section 3, Responsibility for Implementation.**

**OFFERS OF EMPLOYMENT**

The Laboratory does not reduce the amount of compensation in its employment offers to disabled individuals and covered veterans because of disability income, pension, or any other benefit.

**ACCOMMODATION**

The Laboratory will continue to make reasonable accommodations, based on medical restrictions, of employees or applicants with a disability unless such an accommodation would impose undue hardship on the conduct of business, taking into account business necessity and financial cost and expense. The following are examples of accommodations that may be made:

**Job Restructuring**

The Laboratory will accommodate a qualified individual with a disability by carefully reviewing the employee's abilities and making every reasonable effort to provide appropriate accommodation so that the employee can fulfill the essential functions of his or her present position.

**Work Policy**

The Berkeley Lab's Transitional Employee Assignment for Medically Restricted Employees with a Disability (TEAM) defines the role of the EMPLOYEE, supervisor and the department head in effecting, where medically indicated, the worker's return to full duty by providing transitional, temporary work. This program is coordinated with the assistance of the Disability/Risk Management Specialist and Health Services.

**Work Hours**

It is the Laboratory's policy to make flexible working hours available to all employees through the implementation of flextime which allows employees to redistribute their work hours within a framework defined by management. Flextime makes it possible for the Laboratory to accommodate the special needs of employees with a disability (i.e., time off for rehabilitative treatment or therapy).

<b>Equipment Modification</b>	A purchase order was initiated in FY83 and has been renewed annually to provide interpreting services for hearing-impaired Berkeley Lab employees and job applicants. This blanket purchase order utilizes the services of the CIL. Upon request, the agency will send out an interpreter and charge the Laboratory for the services rendered.
<b>Phonic Ear System</b>	The Phonic Ear System is intended to accommodate disabled employees and visitors by making the Building 50 Auditorium accessible to those who are hearing-impaired. The Phonic Ear System is designed to amplify sounds for those with hearing impairments. The system is portable and can be used in other rooms. The availability of amplification units is included in each Building 50 Auditorium program announcement.
<b>Disabled Lift</b>	A disabled lift is available for use by persons with a disability for access from the parking lot to the Cafeteria and Building 70. Employees with a disability may request keys from Division Administrators, the Cafeteria Manager, and maintenance personnel. A lock-box containing keys has been installed at the lift site. In the event that a person with a disability arrives by car and does not have a key, the person can call University Campus Police and an officer will respond to provide assistance.
<b>Telecommunications Devices for the Deaf</b>	Telecommunications Devices for the Deaf (TDD), acquired by the Laboratory several years ago, are now being used by hearing impaired employees. When a person is making a telephone call, the phone receiver is placed on the TDD and a signal is carried over the telephone lines. The person being called is alerted when the light on the device goes on. The message can be read either from an LCD display or printout of the conversation. By having the TDD available, hearing-impaired employees can call in to report absences or convey other necessary information to their supervisors; conversely, they can be reached at home, if necessary.
<b>Shuttle Bus</b>	<p>The Berkeley Lab currently operates seven busses with wheelchair access. The Bus Services continually provides all bus operators with training on transporting passengers with special needs.</p> <p>Providing such a service complies with the requirements of the Rehabilitation Act of 1973, which specifies that a contractor must make services available to other individuals who are disabled, unless the contractor can show that the accommodations would create an undue hardship on the business.</p>
<b>Rehabilitation and Health Services</b>	Berkeley Lab coordinates with Vocational Rehabilitation Services to provide counseling, vocational evaluation, job modification, job transfer, retraining, and trial return to work services to employees who are medically unable to perform all the functions of their job.

The Vocational Rehabilitation Services are available to employees and to their departments for consultation on the specifics of reasonable accommodation. Rehabilitation specialists are utilized when necessary in the rehabilitation effort where formal job analysis and vocational counseling are indicated. All related services within the Laboratory contribute to the rehabilitation effort with the primary focus being on accommodating the employee with a disability within the Laboratory community.

**Americans with Disabilities Act  
(ADA) Guidelines**

Written guidelines for implementing the employment provisions of the ADA are available to administrators, managers, and supervisors at Berkeley Lab.

**Disability Management Committee**

A Vocational Rehabilitation Committee was formed in FY81. Its duties were absorbed by the Disability Management Committee in FY96. The Berkeley Lab Disability Management Committee includes representatives from Health Services, Employee/Labor Relations, Risk Management, Benefits, and Environmental Health & Safety. Other disciplines are consulted as needed on a case-by-case basis. The team approach ensures the application of all available resources at the Laboratory to the accommodation effort. Referrals are made by Health Services, the Disability Management Analyst, or the disabled employee's department.

**ADA Accommodation Fund**

The Berkeley Lab has made a significant investments in keeping individual employees with disabilities on the job utilizing the ADA Accommodation Fund. Types of accommodations have included major bathroom modifications, a specially fabricated workstation, electronic door openers, designated parking spaces, telesensory devices, wheelchair ramps, various special appliances, and a contract with a disability paratransit shuttle service. For recent upgrades, please refer to page 13-7 under "Disability-Accessible Buildings at the Berkeley Lab."

**Special Selection Procedure**

The Berkeley Lab has initiated a special selection procedure which provides employees who can no longer perform their usual and customary duties due to medical reasons with a 90-day preferential access to open positions for which they are qualified. The procedure involves a coordinated multidisciplinary effort for both industrial and non-industrial cases.

**Employee Assistance Program**

The Laboratory-contracted Employee Assistance Program is available to all employees and provides confidential counseling for all kinds of problems, including those relating to divorce, family, alcohol, drugs, finances, job-related concerns, anxiety, depression, stress, and interpersonal relationships at work.

When an employee requests help with an alcohol or drug problem, the Laboratory grants sick leave for participation in approved rehabilitation programs. The Laboratory also arranges for short-term psychotherapy and chemical dependency therapy, when appropriate. The Laboratory maintains a medical service facility to treat injuries and minor ailments and to advise employees on conditions that should be discussed with or treated by an outside physician. Other health services are provided by the Laboratory and are described in the *Employee Handbook* and *Regulations & Procedures Manual*.

**Parking Spaces**

At some locations, there are parking spaces identified as reserved for persons with a disability. In addition, reserved parking privileges for employees with a physical disability may be authorized by the Laboratory's Parking Services Manager when the need is verified by Berkeley Lab's Health Services staff.

**Facility Modification**

The Berkeley Lab has evaluated the accessibility of facilities commonly shared by guests and employees. As a result of this evaluation, the following facilities were made ADA compliant by administrative or structural changes:

Building 50, Administration  
Building 50, Auditorium  
Building 54, Cafeteria  
Building 65, Reception Center  
Building 69, Purchasing  
Building 937, Human Resources

The Facilities Department is responsible for design and construction of new buildings, additions, and modifications. All new facilities will be constructed in full compliance with Title 24 of the California Administrative Code, which includes ADA requirements.

**Disability-Accessible Buildings  
at the Berkeley Lab**

Completed projects covering new facilities and modifications to existing facilities designed to meet the then-current barrier-free access requirements for persons with a disability are shown below:

Building	Description
2	Access, Toilets and Parking
3	Access, Toilets, Automatic Door, Parking
6	Light Source Addition - Access, Toilets and Parking.
16	Addition - Access
26	Health Services - Access, Toilets and Parking
29	Trailers - Access, Toilets Automatic Door and Parking
31	Access, Toilets and Parking
44A	Trailer - Access
44B	Trailer - Access
46	Access, Toilets and Parking
46A	Access, Toilets and Parking
48	Fire Station - Access, Toilets and Parking
50 Aud.	Access, Toilets, Wheelchair Clearance and Parking
50A, 50B, 55, 70A, 72 and 90	Elevator Improvements and Control Panels
50A, 50B, 50E, and 50F	Access, Parking and Toilets; Access to and Toilet for Auditorium
50C	Access and Parking
50D	Access, Toilet and Parking
51	Access and Toilet
51N	Access and Parking
54	Cafeteria - Access, Toilets and Parking
55	Access, Toilets and Parking
62	Access, Toilets and Parking
65	Reception Center Access and Toilets
66	Access, Toilets and Parking
69	Access, Toilets and Parking
70	Access, Toilets and Parking
70A	Access, Toilets and Parking
71	Second Floor - Access
72	ARM Addition - Access, Toilets, and Parking in Support Laboratory
74	Laboratory Addition - Access and Parking
75B	Access, Toilets and Parking
77	Access and Women's Toilet

**Disability-Accessible Buildings  
at the Berkeley Lab**  
*(continued)*

<b>Building</b>	<b>Description</b>
77A	Phase I - Access and Parking
83	Access, Toilets and Parking
90	Access, Toilets and Parking
90	Trailer Complex - Access, Toilets and Parking
934	Access and Toilet
936	Access, Toilets and Parking
Phone Access	Various Locations at the Laboratory
Shuttle Busses	Equipped with AA Accessibility

**PERSONNEL PRACTICES AND  
PROCEDURES**

In addition to the activities previously mentioned, the Laboratory has utilized and will continue to utilize the following measures to promote equal employment opportunity/affirmative action for qualified individuals with a disability and covered veterans.

**Hiring and Promotion**

The Laboratory has reviewed its personnel processes and determined that the present procedures ensure careful, thorough, and systematic consideration of the job qualifications of known qualified individuals with disabilities and covered veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. Personnel practices and procedures do not stereotype individuals with a disability and covered veterans in a manner which would limit their access to jobs for which they are qualified. Further, in determining the qualifications of a covered veteran, the Berkeley Lab will consider only that portion of the military record relevant to the specific job qualifications for which the veteran is being considered.

**Recruiting**

Appropriate outreach and positive recruitment activities are being undertaken. The Laboratory will continue to enlist the assistance and support of appropriate recruiting sources, including State Employment Development Department, vocational rehabilitation agencies or facilities, college disabled students' placement offices, educational/training agencies, and organizations of or for individuals with a disability and covered veterans

Examples of the Laboratory's recruitment sources for individuals with a disability and covered veterans include: Deaf Self Help, The Center for Independent Living, San Francisco Rehabilitation Center, Rehabilitation Services of Northern California, Toolworks, San Francisco Vocational Center, and the Department of Rehabilitation. The Laboratory has joined with the Berkeley Veteran's Assistance Center, Swords to Plowshares (San Francisco), the EDD Disabled Veteran's Outreach Program (Berkeley), and other veterans organizations in an effort to recruit veterans for positions.

Outreach recruitment efforts have resulted in direct contact with various agencies representing individuals with a disability, and covered veterans. Berkeley Lab Staffing Specialists coordinate recruitment efforts for individuals with disabilities and covered veterans to ensure that pre-employment problems in interviewing, accommodation issues, and job analyses and restructuring are adequately addressed.

**Self Analysis, Internal Audit & Job  
Qualification Requirements**

On an ongoing basis, as job requisitions are received, Human Resources Department staff reviews the physical and mental qualification requirements of each position to ensure that qualifications are job-related and are consistent with business necessity and the safe performance of the job. As required by the Americans with Disabilities Act, all job postings identify essential and marginal job requirements.

**Update**

This Affirmative Action Program shall be reviewed and updated annually. If there are any significant changes in procedures, rights or benefits as a result of the annual updating, those changes will be communicated to employees and applicants for employment.

**Benefits**

Employees who are covered veterans or who have disabilities receive the same benefits as other employees.

**Data/Records**

The Laboratory captures and can identify personnel actions of the disabled and covered veteran applicants and employees. The Laboratory maintains records of complaints involving employees with disabilities covered veterans for at least one year.

**Audit and Reporting Systems**

The Laboratory maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates and to respond to any specific complaints applicants or employees file with the Laboratory. Overall responsibility for the implementation of the Laboratory's equal employment opportunity programs and for affirmative action compliance activities is assigned to the Laboratory's AA/EEO Officer.

Employment records of individual personnel actions on qualified individuals with disabilities and covered veterans are maintained. The Records Team maintains all manual files on personnel actions. The Information System Group in HR maintains electronic files on personnel actions. Records of numbers of individuals with disabilities and covered veterans involved in personnel actions are maintained.

Personnel procedures are reviewed on a continuing basis to guarantee that present procedures assure careful, thorough and systematic consideration of the job qualifications of known applicants with disabilities and covered veteran applicants for job vacancies and training opportunities.

Employment practices are periodically reviewed by the Laboratory to determine whether affirmative action has been taken for employment and advancement of qualified individuals with disabilities and covered veterans. Problem areas are identified, and a determination is made as to whether any such patterns are caused by discriminatory practices. Review of employment requisitions and the role taken by Division Directors, hiring officials, employment representatives, and HR Generalists is conducted to ensure that actions are nondiscriminatory. Where the Laboratory finds the Affirmative Action Program to be deficient, the Laboratory undertakes necessary action to bring the Program into compliance.

**Training and Educational  
Opportunities**

Personnel involved in recruitment, screening, selection, promotion, disciplinary, and related processes are carefully selected and trained to ensure that the commitments in the Laboratory's Affirmative Action Program are implemented, as to the disabled and covered veterans.



NOTE:

The ethnic categories as specified in	
<i>Appendix A</i>	<i>The OFCCP Regulations</i>
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

Department: Accelerator & Fusion Research

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
Materials Sr Scientist/Engr	C	65.21	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management II	1	62.61	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	54.46 - 77.02	13	3	0	0	0	0	0	0	13	10	0	0	3	0
Materials Staff Scientist/Engr	C	48.77 - 49.02	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Computer Staff Scientist	C	47.60 - 66.38	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Physicist Staff Sci/Engr	C	41.54 - 60.68	22	4	1	1	0	0	0	0	21	17	0	1	3	0
Physicist Scientist/Engr	C	37.50 - 43.10	9	1	1	1	0	0	0	0	8	7	0	0	1	0
Writer/Editor II	B	35.13	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Administrative Specialist 4	B	34.14	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Scientific Engr Assoc Sr	D	32.95 - 37.66	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Scientific Engr Assoc	D	26.67 - 37.24	4	2	1	1	0	0	0	0	3	1	0	2	0	0
Mechanical Engineer 1	D	25.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0
<b>Department Total</b>			60	13	4	4	0	0	0	0	56	43	0	4	9	0
% of Total				21.67	6.67	6.67	.00	.00	.00	.00	93.33	71.67	.00	6.67	15.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Administrative Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Business Systems Manager	1	49.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Business Manager	B	47.31 - 50.19	4	0	3	3	0	0	0	0	1	1	0	0	0	0
Business Systems Specialist	1	43.56	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Mgr, Travel & Conferences	1	41.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Sr Administrative Manager	B	40.38 - 43.90	4	0	4	4	0	0	0	0	0	0	0	0	0	0
Administrator 5	B	39.39	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager	D	38.20	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Sr Conference Planner	B	35.19	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal Resource Analyst	B	34.41 - 45.46	15	7	11	6	0	0	5	0	4	2	0	0	2	0
Administrative Manager	B	33.78 - 40.38	5	1	5	4	0	0	1	0	0	0	0	0	0	0
Sr Resource Analyst	B	28.99 - 39.98	23	7	18	12	1	1	4	0	5	4	0	0	1	0
Project Manager	D	28.99	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Sr Supervisor, Admin Scvs	B	27.96 - 35.56	7	2	6	4	1	0	1	0	1	1	0	0	0	0
Sr Administrator	B	27.94 - 36.88	7	0	5	5	0	0	0	0	2	2	0	0	0	0
Executive Asst (Confidential)	A	24.63 - 25.39	3	2	2	0	1	1	0	0	1	1	0	0	0	0
Travel Specialist	B	24.09 - 32.08	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Supervisor, Admin Scvs	B	23.52 - 27.33	21	5	20	15	2	2	1	0	1	1	0	0	0	0
Assistant Conference Planner	B	23.49 - 26.44	4	2	4	2	2	0	0	0	0	0	0	0	0	0
Resource Analyst	B	23.23 - 27.63	6	3	4	1	0	1	2	0	2	2	0	0	0	0
Administrator	B	23.23 - 26.42	13	3	12	9	2	1	0	0	1	1	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Administrative Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Executive Assistant	A	21.75 - 27.15	14	5	14	9	3	1	1	0	0	0	0	0	0	0
Travel Assistant III	A	21.28 - 21.80	3	3	2	0	1	1	0	0	1	0	1	0	0	0
Admin Asst III (Confidential)	A	19.22 - 20.94	4	2	4	2	0	1	1	0	0	0	0	0	0	0
Purchasing Assistant III	A	19.12 - 22.34	14	6	9	6	2	1	0	0	5	2	1	1	0	1
Finance/Budget Asst III	A	19.04 - 23.27	3	1	2	1	1	0	0	0	1	1	0	0	0	0
Travel Assistant II	A	18.61 - 19.39	3	3	3	0	2	1	0	0	0	0	0	0	0	0
Administrative Assistant III	A	17.53 - 25.76	90	39	77	43	21	2	11	0	13	8	2	0	3	0
Administrative Assistant II	A	17.41 - 20.11	42	24	38	15	19	3	1	0	4	3	0	0	1	0
Clerical Assistant II	A	15.05	1	1	1	0	1	0	0	0	0	0	0	0	0	0
<b>Department Total</b>			296	116	250	147	59	16	28	0	46	33	4	1	7	1
% of Total				39.19	84.46	49.66	19.93	5.41	9.46	.00	15.54	11.15	1.35	.34	2.36	.34

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Advanced Light Source

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Management II	1	70.15	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Sr Engineer	C	68.50	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	61.28 - 77.72	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Physicist Staff Sci/Engr	C	48.05 - 59.43	13	2	0	0	0	0	0	0	13	11	1	0	1	0
Computer Systems Engr III	D	43.85	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Writer/Editor III	B	43.15	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Scientist/Engr	C	39.89 - 46.92	5	2	1	1	0	0	0	0	4	2	0	0	2	0
Scientific Engr Assoc Sr	D	33.77 - 37.52	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Administrator 4	B	33.21	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Technical Supervisor	D	31.65	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Scientific Engr Assoc	D	26.67 - 36.18	10	1	2	2	0	0	0	0	8	7	0	1	0	0
Physicist Post Doc Fellow	C	25.90	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Accelerator Oper Principal	3	24.70 - 29.52	8	2	0	0	0	0	0	0	8	6	1	1	0	0
Accelerator Operator	3	23.97	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Material Specialist	7	19.66 - 26.68	3	1	0	0	0	0	0	0	3	2	0	1	0	0
<b>Department Total</b>			55	11	5	4	0	0	1	0	50	40	3	3	4	0
% of Total				20.00	9.09	7.27	.00	.00	1.82	.00	90.91	72.73	5.45	5.45	7.27	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

Department: Chemical Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Physicist Sr Staff Sci/Engr	C	59.16 - 59.75	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Chemist Sr Staff Sci/Engr	C	57.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Assoc Principal	D	38.01	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chemist Staff Scientist/Engr	C	34.62 - 60.53	6	2	0	0	0	0	0	0	6	4	0	0	2	0
<b>Department Total</b>			11	2	1	1	0	0	0	0	10	8	0	0	2	0
% of Total				18.18	9.09	9.09	.00	.00	.00	.00	90.91	72.73	.00	.00	18.18	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Computing Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Biologist Staff Scientist/Engr	C	69.23	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Staff Scientist	C	62.31	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Math/Statistician Staff Sci/En	C	58.07	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Senior Scientist	C	56.05	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 5	B	46.30	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Writer/Editor III	B	38.74	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 4	B	34.36	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Sci Post Doc Fellow	C	33.66	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Administrative Specialist 3	B	25.00 - 30.14	2	1	1	0	0	0	1	0	1	1	0	0	0	0
<b>Department Total</b>			10	3	1	0	0	0	1	0	9	7	0	0	2	0
% of Total				30.00	10.00	.00	.00	.00	10.00	.00	90.00	70.00	.00	.00	20.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Earth Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Geological Sr Scientist	C	55.10 - 72.27	5	4	1	0	0	0	1	0	4	1	0	0	3	0
Chemist Sr Staff Sci/Engr	C	54.85	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager	D	46.42	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chemist Staff Scientist/Engr	C	45.96 - 55.32	3	1	1	0	0	0	1	0	2	2	0	0	0	0
Regulatory Compl Eng/Spec 4	D	44.06	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Administrative Specialist 5	B	43.22	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Geological Staff Scientist	C	43.14 - 78.64	26	5	3	2	0	0	1	0	23	19	0	0	4	0
Geological Engineer	C	42.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer	C	41.56	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Scientific Engr Assoc Sr	D	39.65 - 40.85	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Geological Scientist	C	36.68 - 51.26	26	13	2	2	0	0	0	0	24	11	1	0	12	0
Mechanical Engineer 3	D	36.35	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Scientist/Engr	C	34.62	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Tech Editor and Writer IV	B	32.76	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Scientific Engr Assoc	D	30.74 - 34.33	5	2	2	1	0	0	1	0	3	2	0	1	0	0
Project Manager	D	29.71 - 33.52	2	2	1	0	0	0	1	0	1	0	0	0	1	0
Research Assoc Staff	D	29.42 - 42.83	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Technical Supervisor	D	29.40	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Research Assoc Principal	D	29.22 - 38.47	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Computer Systems Engr I	D	28.11	1	0	1	1	0	0	0	0	0	0	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Earth Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Administrative Specialist 3	B	26.96	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Graphic Arts Technician Sr	3	24.49	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Technical Illustrator III	3	24.39 - 25.21	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Research Assoc Sr	D	23.61 - 28.74	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Research Technician Princ	3	20.89 - 22.96	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Tech I	3	20.00	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Research Technician Sr	3	19.76 - 22.44	3	1	3	2	0	1	0	0	0	0	0	0	0	0
Research Assoc	D	17.31 - 20.46	3	1	2	1	0	1	0	0	1	1	0	0	0	0
Research Technician	3	16.73	1	1	1	0	0	1	0	0	0	0	0	0	0	0
<b>Department Total</b>			106	33	26	18	0	3	5	0	80	55	1	2	22	0
% of Total				31.13	24.53	16.98	.00	2.83	4.72	.00	75.47	51.89	.94	1.89	20.75	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Systems Engineer 6	D	62.97	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Engineering Management 2	1	62.50 - 71.01	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Mechanical Engineer 6	D	60.32	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr IV	D	59.86 - 60.36	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Materials Sr Scientist/Engr	C	57.01 - 60.58	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Management II	1	56.13	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Chemist Sr Staff Sci/Engr	C	56.12	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Engineering Management 1	1	56.06 - 64.48	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Electronic Engineer 5	D	53.35 - 54.81	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Program Manager	D	52.89	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 5	D	52.33 - 58.71	4	0	0	0	0	0	0	0	4	4	0	0	0	0
IC Design Engineer 5	D	51.49	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Materials Staff Scientist/Engr	C	50.98 - 60.61	3	0	1	1	0	0	0	0	2	2	0	0	0	0
IC Design Engineer 4	D	50.78 - 52.33	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Technical Manager	D	50.02	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	48.77 - 56.07	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Electronic Engineer 4	D	44.83 - 54.52	12	1	0	0	0	0	0	0	12	11	0	0	1	0
Computer Systems Engr III	D	44.37 - 53.03	15	2	2	2	0	0	0	0	13	11	1	0	1	0
Mechanical Engineer 4	D	42.12 - 51.39	21	2	2	2	0	0	0	0	19	17	0	0	2	0
IC Design Engineer 3	D	41.64 - 45.49	3	0	0	0	0	0	0	0	3	3	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

## Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Materials Scientist/Engr	C	41.08 - 47.68	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Systems Engineer 3	D	40.96	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronic Engineer 3	D	39.32 - 45.41	9	1	0	0	0	0	0	0	9	8	0	0	1	0
Physicist Scientist/Engr	C	39.18	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Technical Superintendent	D	37.02 - 40.28	6	1	0	0	0	0	0	0	6	5	0	1	0	0
Mechanical Engineer 3	D	35.76 - 39.30	10	4	2	2	0	0	0	0	8	4	0	0	4	0
Mechanical Engr Assoc Sr	D	34.97 - 41.50	10	0	0	0	0	0	0	0	10	10	0	0	0	0
Research Assoc Staff	D	34.47	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronics Engr Assoc Sr	D	34.24 - 39.38	8	0	0	0	0	0	0	0	8	8	0	0	0	0
Technical Supervisor	D	33.70 - 38.30	6	1	0	0	0	0	0	0	6	5	0	1	0	0
Electronic Engineer 2	D	32.02 - 38.66	5	2	0	0	0	0	0	0	5	3	1	1	0	0
Computer Systems Engr II	D	31.73 - 43.79	13	5	3	2	1	0	0	0	10	6	2	1	1	0
Mechanical Engr Assoc	D	30.74 - 35.41	29	2	0	0	0	0	0	0	29	27	1	0	1	0
Sheet Metal Worker Lead	6	30.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Lead Technologist	3	30.25 - 33.52	8	3	0	0	0	0	0	0	8	5	0	1	2	0
Sheet Metal Worker	6	28.54	5	1	0	0	0	0	0	0	5	4	0	1	0	0
Welder Lead	6	28.53	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Scientific Engr Assoc	D	28.48 - 33.23	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Designer III	3	28.47 - 32.79	4	3	0	0	0	0	0	0	4	1	1	1	1	0
Tech Coordinator Sr Asst	3	27.53 - 29.30	2	0	0	0	0	0	0	0	2	2	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronics Engr Assoc	D	27.25 - 34.02	13	1	2	2	0	0	0	0	11	10	0	0	1	0
Mechanical Engineer 2	D	27.12 - 41.83	10	3	1	0	1	0	0	0	9	7	0	0	2	0
Mechanical Engineer 1	D	26.83	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr I	D	26.78 - 30.43	3	1	2	1	0	0	1	0	1	1	0	0	0	0
Physicist Post Doc Fellow	C	26.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronic Engineer 1	D	26.54	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Welder	6	26.54	3	1	0	0	0	0	0	0	3	2	1	0	0	0
Mechanical Engr Tech III	3	26.07 - 31.49	33	6	0	0	0	0	0	0	33	27	0	3	3	0
Design/Drafter II	3	25.76	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Electronics Eg TechnologistIII	3	25.46 - 30.48	17	4	2	1	0	0	1	0	15	12	0	1	2	0
Administrative Specialist 3	B	25.44	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Mechanical Engr Machinist III	6	25.32 - 33.54	21	6	0	0	0	0	0	0	21	15	1	2	3	0
Painter	6	25.24	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Machinist II	6	23.84 - 24.04	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Technical Coordinator Asst	3	23.72	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Tech II	3	21.47 - 26.50	23	3	1	1	0	0	0	0	22	19	1	0	2	0
Mechanical Engr Tech I	3	21.07 - 21.11	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electronics Egr TechnologistII	3	20.38 - 26.07	22	9	3	2	0	0	1	0	19	11	4	1	3	0
Document Control Coordinator 3	3	17.19	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Mech Engr Machinist Asst I	6	16.94 - 22.00	3	1	0	0	0	0	0	0	3	2	1	0	0	0

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Department Total			374	72	25	17	2	0	6	0	349	285	14	15	35	0
% of Total				19.25	6.68	4.55	.53	.00	1.60	.00	93.32	76.20	3.74	4.01	9.36	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

Department: Environment, Health & Safety

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
EH&S Manager 3	1	70.52 - 79.14	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Occupational Med Physician	D	61.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
EH&S Manager 2	1	55.97 - 59.21	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Air Quality Engineer 4	D	48.32 - 49.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Sr EH&S Professional	D	47.42 - 51.31	2	1	0	0	0	0	0	0	2	1	0	0	1	0
EH&S Manager 1	1	45.95 - 49.14	6	0	2	2	0	0	0	0	4	4	0	0	0	0
Radiochemist 4	D	44.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Regulatory Compl Eng/Spec 4	D	43.64	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Waste Mgmt Professional 4	D	42.12	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Industrial Hygienist 4	D	40.43 - 47.78	5	1	1	1	0	0	0	0	4	3	0	0	1	0
Safety Engineer/Specialist 4	D	37.68 - 53.00	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Regulatory Compl Eng/Spec 3	D	37.02	1	1	0	0	0	0	0	0	1	0	0	1	0	0
EH&S Associate, Senior	D	36.05	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Radiochemist 3	D	35.29 - 40.28	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Health Physicist 3	D	34.72 - 38.46	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Safety Engineer/Specialist 3	D	34.67 - 42.87	5	2	3	2	0	0	1	0	2	1	0	0	1	0
Occupational Health Nurse 4	D	34.62 - 40.24	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Waste Mgmt Professional 3	D	33.31 - 38.83	10	4	5	4	0	0	1	0	5	2	2	0	1	0
EH&S Associate	D	31.66 - 33.32	5	1	0	0	0	0	0	0	5	4	1	0	0	0
Fire Protection Engineer 4	D	31.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Environment, Health & Safety

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Waste Mgmt Professional 2	D	29.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Scientific Engr Assoc	D	29.63 - 34.38	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Administrative Specialist 4	B	28.74 - 29.86	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 3	B	28.62 - 30.89	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Medical Laboratory Tech I	3	28.44	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Radiation Safety Tech, Spec	3	27.00 - 28.79	5	3	2	0	2	0	0	0	3	2	0	0	1	0
Radiation Safety Tech Prin	3	24.00 - 24.44	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Industrial Hygienist 1	D	23.08	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Radiation Safety Tech	3	22.52	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Health/Safety Tech Principal	3	22.00 - 26.49	3	2	0	0	0	0	0	0	3	1	1	0	1	0
Administrative Specialist 2	B	20.63	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Health/Safety Tech Sr	3	20.00 - 21.82	4	2	0	0	0	0	0	0	4	2	0	0	2	0
Dispatcher Emergency Comm	A	18.20	1	0	0	0	0	0	0	0	1	1	0	0	0	0
<b>Department Total</b>			86	21	28	24	2	0	2	0	58	41	5	2	10	0
% of Total				24.42	32.56	27.91	2.33	.00	2.33	.00	67.44	47.67	5.81	2.33	11.63	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Environmental Energy Tech

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Energy/Env Policy An Sr Sci/En	C	64.00	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Mechanical Sr Engineer	C	61.63 - 63.47	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Physicist Sr Staff Sci/Engr	C	56.00 - 60.93	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Chemist Sr Staff Sci/Engr	C	53.61 - 67.38	3	1	1	1	0	0	0	0	2	1	0	0	1	0
Program Manager	D	48.76 - 52.11	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Facil Project Manager Chief	D	48.57 - 51.21	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Management I	1	47.95 - 50.00	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Architect Staff Sci/Engr	C	47.20 - 69.81	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Architect Scientist/Engr	C	45.28 - 46.27	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Materials Scientist/Engr	C	44.68	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Staff Engineer	C	43.00 - 63.46	7	1	0	0	0	0	0	0	7	6	0	0	1	0
Chemist Staff Scientist/Engr	C	42.35 - 59.16	8	0	1	1	0	0	0	0	7	7	0	0	0	0
Chemical Staff Engineer	C	41.69 - 59.09	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	41.46 - 66.92	11	0	0	0	0	0	0	0	11	11	0	0	0	0
Computer Systems Engr III	D	41.43	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Math/Statistician Sci/Engr	C	41.41	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Facil Project Manager II	D	40.88 - 46.83	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 3	D	39.53	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Scientist/Engr	C	38.61 - 43.62	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Chemist Scientist/Engr	C	38.48	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

## Department: Environmental Energy Tech

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Scientific Engr Assoc Sr	D	38.13 - 40.00	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Chemical Engineer	C	37.30 - 44.48	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer	C	37.17 - 42.93	6	3	0	0	0	0	0	0	6	3	0	0	3	0
Facil Project Manager I	D	37.07	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Energy/Env Policy An St Sci/En	C	36.99 - 68.07	19	3	1	1	0	0	0	0	18	15	0	0	3	0
Writer/Editor III	B	36.92	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Energy/Env Policy An Sci/Eng	C	36.52 - 49.62	9	3	1	1	0	0	0	0	8	5	1	0	2	0
Research Assoc Staff	D	33.63 - 39.32	12	0	3	3	0	0	0	0	9	9	0	0	0	0
Computer Systems Engr II	D	33.50 - 37.95	9	4	2	2	0	0	0	0	7	3	0	1	3	0
Technical Supervisor	D	31.89	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Scientific Engr Assoc	D	30.69 - 35.26	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Research Assoc Principal	D	30.18 - 37.45	28	5	13	11	1	1	0	0	15	12	0	0	2	1
Project Manager	D	30.14 - 35.78	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr I	D	28.11	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Tech III	3	27.34	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Writer/Editor II	B	26.67 - 29.48	4	0	3	3	0	0	0	0	1	1	0	0	0	0
Research Assoc Sr	D	24.86 - 29.21	19	6	10	8	0	0	2	0	9	5	1	1	2	0
Comp Systems Engr I Trainee	D	23.77	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Graphic Arts Technician Sr	3	21.06	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Research Assoc	D	19.33 - 23.98	3	1	1	1	0	0	0	0	2	1	0	0	1	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Environmental Energy Tech

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Technician Sr	3	18.97	1	1	1	0	0	1	0	0	0	0	0	0	0	0
Department Total			187	37	50	44	1	2	3	0	137	106	3	2	25	1
% of Total				19.79	26.74	23.53	.53	1.07	1.60	.00	73.26	56.68	1.60	1.07	13.37	.53

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Facilities

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Management II	1	60.87	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Facil Project Manager Chief	D	50.48 - 52.15	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Facil Electrical Engr Chief	D	50.39	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facilities Planner Chief	D	49.64	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Facilities Architect Chief	D	48.55	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Facil Civil/Struct Engr Chief	D	48.17	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management I	1	47.80 - 49.76	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Facilities Estimator II	D	44.42 - 47.37	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Facil Project Manager II	D	42.40 - 53.72	6	1	0	0	0	0	0	0	6	5	0	1	0	0
Facil Energy Mgmt Engr II	D	42.14 - 45.89	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facil Mechanical Engr II	D	42.09 - 42.23	2	2	0	0	0	0	0	0	2	0	0	0	2	0
Facil Mechanical Engr Chief	D	42.09	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facil Civil/Structural Engr II	D	41.42 - 42.03	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facil Electrical Engr II	D	39.89 - 42.06	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Technical Manager	D	39.20 - 50.77	5	1	0	0	0	0	0	0	5	4	0	1	0	0
Facilities Architect II	D	38.97 - 42.98	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Administrative Specialist 5	B	38.77	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Technical Superintendent	D	37.67 - 40.93	5	1	0	0	0	0	0	0	5	4	1	0	0	0
Plant/Facil Engr Assoc Sr	D	36.89 - 39.46	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Facilities Planner II	D	36.61 - 41.45	3	0	0	0	0	0	0	0	3	3	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Facilities

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Technical Supervisor	D	31.67 - 37.53	11	6	1	1	0	0	0	0	10	4	2	4	0	0
Electrician Lead	6	30.38	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Facilities Planner I	D	29.88 - 31.93	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Planner Estimator	6	29.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Air Cond/Refrig Mech	6	28.84	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Electrician	6	28.25	12	5	1	1	0	0	0	0	11	6	2	2	1	0
Plumber/Fitter	6	28.25	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Computer Systems Engr I	D	28.11 - 28.15	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Plant Maintenance Tech Lead	6	27.97	4	1	0	0	0	0	0	0	4	3	0	1	0	0
Carpenter Lead	6	27.95	4	1	0	0	0	0	0	0	4	3	0	0	0	1
Administrative Specialist 3	B	27.92	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Budget Analyst II	B	27.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Electronics Egr TechnologistII	3	26.86	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Plant/Facil Engr Assoc	D	26.67 - 35.45	9	3	2	2	0	0	0	0	7	4	1	0	2	0
Plant Maintenance Tech Spec	6	26.02	2	1	0	0	0	0	0	0	2	1	0	0	0	1
Carpenter	6	26.00	14	5	0	0	0	0	0	0	14	9	3	2	0	0
Designer III	3	25.47 - 31.39	4	2	1	1	0	0	0	0	3	1	1	0	1	0
Painter	6	25.24	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Rigger	6	24.90	4	2	0	0	0	0	0	0	4	2	1	1	0	0
Plant Maintenance Tech Princ	6	24.39	18	6	0	0	0	0	0	0	18	12	2	2	2	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Facilities

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronics Eg TechnologistIII	3	24.05 - 28.94	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Truck Driver Lead	7	23.40 - 26.10	2	1	0	0	0	0	0	0	2	1	1	0	0	0
Material Specialist - N/E	7	21.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Truck Driver	7	21.13	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Material Specialist	7	20.80 - 21.14	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Bus Driver Lead	9	19.66 - 21.59	2	1	1	0	1	0	0	0	1	1	0	0	0	0
Laborer, Senior	7	19.33 - 21.46	5	4	0	0	0	0	0	0	5	1	1	3	0	0
Plant Assistant II	7	18.62 - 19.38	4	3	0	0	0	0	0	0	4	1	2	0	1	0
Garage Attendant	7	18.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Truck Driver Light	7	17.09 - 18.57	4	1	1	1	0	0	0	0	3	2	1	0	0	0
Plant Assistant I	7	16.55	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Material Handler 3	A	15.97 - 18.02	9	7	2	2	0	0	0	0	7	0	2	3	0	2
Bus Driver	9	15.75 - 17.01	13	11	4	2	2	0	0	0	9	0	9	0	0	0
Custodian Sr	9	15.33 - 17.80	4	3	1	0	0	1	0	0	3	1	1	1	0	0
Custodian	9	13.35 - 16.75	30	23	10	3	2	3	2	0	20	4	5	8	3	0
<b>Department Total</b>			238	106	33	21	5	4	3	0	205	111	36	33	21	4
% of Total				44.54	13.87	8.82	2.10	1.68	1.26	.00	86.13	46.64	15.13	13.87	8.82	1.68

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Financial Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Management II	1	55.56	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Sr Manager, Financial Services	1	53.22	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Financial Analysis	1	47.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Contracts	1	43.72	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Manager, Subcontracts	1	43.37 - 53.83	4	1	2	1	1	0	0	0	2	2	0	0	0	0
Manager, Disbursements	1	42.84	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal Financial Analyst	B	36.27 - 41.64	4	1	2	2	0	0	0	0	2	1	1	0	0	0
Sr Financial Analyst	B	35.66	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal Accountant	B	33.91 - 42.44	4	3	2	0	0	0	2	0	2	1	0	0	1	0
Pr Contracts Officer	B	33.78 - 38.56	4	1	3	2	0	0	1	0	1	1	0	0	0	0
Pr Subcontracts Administrator	B	32.97 - 40.38	8	4	3	2	0	1	0	0	5	2	2	0	1	0
Sr Subcontracts Administrator	B	28.94 - 33.81	10	4	7	3	1	1	2	0	3	3	0	0	0	0
Senior Accountant	B	28.94	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Subcontracts Administrator	B	23.65 - 27.69	3	2	2	1	1	0	0	0	1	0	1	0	0	0
Accountant	B	23.52 - 25.86	5	3	3	0	1	1	1	0	2	2	0	0	0	0
Associate Accountant	B	22.90	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Assoc Subcontracts Admin	B	22.22 - 25.25	2	2	2	0	0	0	1	1	0	0	0	0	0	0
Purchasing Assistant III	A	20.48 - 23.12	2	1	2	1	0	0	1	0	0	0	0	0	0	0
Finance/Budget Asst III	A	20.11 - 22.01	4	3	4	1	2	1	0	0	0	0	0	0	0	0
Purchasing Assistant II	A	19.36 - 20.11	2	2	2	0	2	0	0	0	0	0	0	0	0	0

Continued...

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Financial Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Finance/Budget Asst II	A	18.49 - 19.66	3	2	3	1	2	0	0	0	0	0	0	0	0	0
<b>Department Total</b>			63	32	43	18	12	4	8	1	20	13	4	0	3	0
% of Total				50.79	68.25	28.57	19.05	6.35	12.70	1.59	31.75	20.63	6.35	.00	4.76	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

Department: Genomics Division

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Biologist Staff Scientist/Engr	C	52.83	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Sr Administrative Manager	B	47.31	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr III	D	40.37	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Regulatory Compl Eng/Spec 3	D	34.62	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Computer Systems Engr II	D	32.88 - 42.12	11	3	4	2	0	0	2	0	7	6	0	0	1	0
Plant/Facil Engr Assoc	D	32.05	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Assoc Principal	D	31.85	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biologist Scientist/Engr	C	30.00 - 36.05	5	1	3	2	0	1	0	0	2	2	0	0	0	0
Computer Systems Engr I	D	29.42 - 33.46	4	3	2	0	0	0	1	1	2	1	0	1	0	0
Administrative Specialist 3	B	29.39	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Supervisor - Sequencing	D	24.52 - 27.06	4	2	3	2	0	1	0	0	1	0	0	0	1	0
Sequencing Lead	D	22.07	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Research Assoc Sr	D	21.73 - 26.07	8	3	4	2	0	0	1	1	4	3	0	1	0	0
Laborer, Senior	7	21.09	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Material Specialist	7	20.54 - 21.92	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Research Assoc	D	18.57 - 21.40	8	3	4	3	0	0	1	0	4	2	1	1	0	0
Research Technician Sr	3	17.50 - 18.84	8	4	6	3	2	0	1	0	2	1	1	0	0	0
Sequencing Specialist	D	17.15 - 17.80	3	2	2	0	0	1	1	0	1	1	0	0	0	0
Technical Assistant 2	3	15.23	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Research Technician	3	14.38 - 15.70	4	2	3	2	0	1	0	0	1	0	0	1	0	0

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Genomics Division

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Department Total			67	27	34	19	2	4	7	2	33	21	2	5	5	0
% of Total				40.30	50.75	28.36	2.99	5.97	10.45	2.99	49.25	31.34	2.99	7.46	7.46	.00

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Human Resources

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Human Resources Management 2	1	49.44 - 62.50	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Benefits Supervisor	1	38.80	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Payroll Supervisor	1	38.80	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Human Resources Management 1	1	38.57 - 41.42	7	1	7	6	0	0	1	0	0	0	0	0	0	0
Principal Compensation Analyst	B	36.92 - 38.80	2	0	1	1	0	0	0	0	1	1	0	0	0	0
LER Consultant	B	36.35 - 38.19	3	0	2	2	0	0	0	0	1	1	0	0	0	0
IRSO Supervisor	B	36.17	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Principal HR Generalist	B	36.06	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Policies Analyst	B	36.03	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Senior Recruiter	B	30.00	3	3	2	0	0	0	2	0	1	0	0	0	1	0
Senior HRIS Analyst	B	29.16 - 30.43	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Recruiter	B	26.44	1	1	1	0	0	1	0	0	0	0	0	0	0	0
Senior HR Generalist	B	24.65 - 31.67	10	5	10	5	3	1	1	0	0	0	0	0	0	0
HR Generalist	B	24.09 - 25.77	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Payroll Asst III (Confidential)	A	21.34 - 22.50	2	2	2	0	1	0	1	0	0	0	0	0	0	0
Human Resources Asst III	A	18.81 - 22.91	18	14	14	4	7	2	1	0	4	0	1	0	3	0
Human Resources Asst II	A	18.29 - 18.31	2	2	2	0	1	0	1	0	0	0	0	0	0	0
<b>Department Total</b>			60	31	49	25	13	4	7	0	11	4	1	1	5	0
% of Total				51.67	81.67	41.67	21.67	6.67	11.67	.00	18.33	6.67	1.67	1.67	8.33	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Info. Technologies & Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Systems Manager III	1	86.25	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Manager II	1	69.09 - 75.58	4	2	4	2	1	0	1	0	0	0	0	0	0	0
Management II	1	66.26	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Staff Scientist	C	54.81	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr IV	D	53.65 - 68.65	30	6	3	2	0	0	1	0	27	22	0	0	5	0
Tech Info Specialist V	B	42.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr III	D	40.67 - 54.55	59	21	13	9	1	1	2	0	46	29	4	0	12	1
Project Manager	D	39.38	1	1	1	0	0	1	0	0	0	0	0	0	0	0
Technical Supervisor	D	34.33 - 38.88	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Writer/Editor III	B	33.75	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr II	D	30.58 - 44.28	37	14	10	5	1	2	2	0	27	18	3	1	5	0
Administrative Specialist 4	B	30.58 - 32.60	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Digital Computer Oper Spec	3	29.50	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Electronics Eg TechnologistIII	3	28.80 - 29.50	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Photographic Specialist IV	3	27.00 - 31.88	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Writer/Editor II	B	26.68 - 34.30	7	2	4	2	0	0	2	0	3	3	0	0	0	0
Tech Info Specialist III	B	26.25 - 28.67	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Technical Illustrator IV	3	26.00 - 31.93	3	1	2	2	0	0	0	0	1	0	0	1	0	0
Electronics Egr TechnologistII	3	26.00	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Administrative Specialist 3	B	25.67	1	0	1	1	0	0	0	0	0	0	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Info. Technologies & Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Graphic Arts Technician Princ	3	25.13 - 26.10	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Tech Info Specialist II	B	25.10	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Technical Coordinator Asst	3	24.71	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Computer Systems Engr I	D	23.74 - 33.26	20	13	8	3	2	1	2	0	12	4	3	1	4	0
Technical Illustrator II	3	22.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Photographic Specialist II	3	21.92	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Administrative Specialist 2	B	21.06 - 23.08	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Administrative Assistant III	A	20.54 - 23.04	3	3	3	0	1	1	1	0	0	0	0	0	0	0
Duplication/Bindery Oprtr 3	3	20.21	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Assistant II	A	19.36	2	2	2	0	0	1	1	0	0	0	0	0	0	0
Duplication/Bindery Oprtr 2	3	17.30	1	1	1	0	0	0	0	1	0	0	0	0	0	0
<b>Department Total</b>			196	72	69	40	7	8	13	1	127	84	10	5	27	1
% of Total				36.73	35.20	20.41	3.57	4.08	6.63	.51	64.80	42.86	5.10	2.55	13.78	.51

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

## Department: Laboratory Directorate

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Laboratory Director	1	149.04	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Deputy Director	1	125.00 - 141.83	3	1	1	1	0	0	0	0	2	1	0	1	0	0
Associate Laboratory Director	1	108.17 - 120.20	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Biologist Senior Sci/Engr	C	98.31	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management III	1	79.33	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Division Director	1	73.17 - 99.95	7	0	0	0	0	0	0	0	7	7	0	0	0	0
Biochemist Sr Staff Sci/Engr	C	69.21	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Management II	1	58.99 - 64.27	4	0	2	2	0	0	0	0	2	2	0	0	0	0
Pgm Mgt E/S Staff Sci 3	C	54.31	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager Sr.	1	53.86 - 59.11	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Program Manager	D	53.65	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Patent Advisor III	B	52.66 - 56.61	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Chemist Sr Staff Sci/Engr	C	48.69	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Patent Advisor II	B	46.62 - 48.46	2	1	1	0	0	1	0	0	1	1	0	0	0	0
Human Resources Management 1	1	42.58	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 5	B	41.81 - 42.52	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Management I	1	40.87 - 53.88	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Writer/Editor III	B	37.14 - 44.61	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Educational Program Admin	B	34.36	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 4	B	31.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Laboratory Directorate

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Systems Engr I	D	28.11	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Writer/Editor II	B	26.67 - 33.09	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Administrative Specialist 3	B	24.56	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Administrative Specialist 2	B	20.41 - 23.75	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Administrative Assistant III	A	19.89 - 22.08	4	3	4	1	2	0	1	0	0	0	0	0	0	0
<b>Department Total</b>			52	7	22	16	2	2	2	0	30	29	0	1	0	0
% of Total				13.46	42.31	30.77	3.85	3.85	3.85	.00	57.69	55.77	.00	1.92	.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Life Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Medical Senior Scientist	C	91.53	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biochemist Sr Staff Sci/Engr	C	59.84 - 63.21	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Math/Statistician Staff Sci/En	C	58.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager Sr.	1	54.81	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Staff Scientist	C	53.94	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biologist Senior Sci/Engr	C	53.08 - 68.07	3	2	2	1	0	0	1	0	1	0	0	0	1	0
Physicist Sr Staff Sci/Engr	C	52.90 - 68.93	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Math/Statistician Sr Sci/Engr	C	51.31 - 69.00	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Biophysicist Sr Staff Sci/Engr	C	50.39 - 69.69	5	2	2	2	0	0	0	0	3	1	0	0	2	0
Biophysicist Division Fellow	C	48.50	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Medical Staff Scientist	C	46.89	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biologist Division Fellow	C	43.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Research Clinic Lab Tech Chief	D	40.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr III	D	40.37 - 44.90	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Chemist Staff Scientist/Engr	C	40.33 - 50.12	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Biologist Staff Scientist/Engr	C	40.21 - 59.39	11	5	4	1	0	0	3	0	7	5	0	0	2	0
Biophysicist Staff Sci/Engr	C	35.71 - 63.95	7	0	2	2	0	0	0	0	5	5	0	0	0	0
Physicist Staff Sci/Engr	C	35.07 - 42.03	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Electronic Engineer	C	34.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr II	D	34.59 - 37.06	3	1	0	0	0	0	0	0	3	2	0	0	1	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

Department: Life Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Scientist	C	33.92 - 43.27	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Research Assoc Staff	D	33.46	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Administrative Specialist 4	B	33.45	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biochemist Staff Sci/Engr	C	32.09 - 55.51	10	1	5	5	0	0	0	0	5	4	0	0	1	0
Research Assoc Principal	D	30.29 - 35.94	6	1	2	2	0	0	0	0	4	3	0	0	1	0
Chemist Scientist/Engr	C	29.86 - 40.38	3	2	0	0	0	0	0	0	3	1	0	0	2	0
Physiologist Sci/Engr	C	28.27	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Technical Supervisor	D	27.77	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Physicist Scientist/Engr	C	27.73 - 39.38	5	1	1	1	0	0	0	0	4	3	0	0	1	0
Computer Systems Engr I	D	26.78 - 27.58	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Scientific Engr Assoc	D	26.67 - 30.58	2	2	0	0	0	0	0	0	2	0	0	0	2	0
Biochemist Scientist/Engineer	C	26.22 - 40.94	10	6	4	1	1	0	2	0	6	3	0	0	3	0
Supervisor - Sequencing	D	25.58 - 26.15	2	2	1	0	0	0	1	0	1	0	0	0	1	0
Biophysicist Scientist/Engr	C	24.84 - 39.66	6	1	1	1	0	0	0	0	5	4	0	0	1	0
Animal Technician 3	3	24.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Biologist Scientist/Engr	C	23.08 - 41.16	21	9	11	7	0	0	4	0	10	5	0	0	5	0
Electronic Engr Post Doc Fell	C	22.92	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Research Assoc Sr	D	21.79 - 30.08	20	12	13	5	1	0	7	0	7	3	0	0	4	0
Mechanical Engr Tech I	3	21.44	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Geneticist Post Doc. Fellow	C	19.47	1	0	1	1	0	0	0	0	0	0	0	0	0	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Life Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
Research Assoc	D	17.60 - 24.12	15	9	13	4	0	0	9	0	2	2	0	0	0	0
Animal Technician 2	3	17.33	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Biophysicist Post Doc Fellow	C	16.25	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Animal Technician 1	3	13.50 - 15.54	3	3	0	0	0	0	0	0	3	0	2	1	0	0
Technical Assistant 2	3	12.20 - 15.90	9	9	5	0	0	0	4	1	4	0	2	0	2	0
Technical Assistant 1	3	11.36 - 12.90	2	2	2	0	0	0	2	0	0	0	0	0	0	0
Biologist Post Doc Fellow	C	0.68 - 18.58	9	6	5	1	0	1	3	0	4	2	0	0	2	0
<b>Department Total</b>			197	83	83	42	2	1	37	1	114	72	5	1	36	0
% of Total				42.13	42.13	21.32	1.02	.51	18.78	.51	57.87	36.55	2.54	.51	18.27	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Materials Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Chemical Senior Engineer	C	79.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	59.12 - 59.69	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Electronic Staff Engineer	C	56.11	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Materials Sr Scientist/Engr	C	52.38 - 74.68	4	1	1	1	0	0	0	0	3	2	0	1	0	0
Chemical Staff Engineer	C	47.02	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chemist Staff Scientist/Engr	C	46.64 - 48.21	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Biologist Staff Scientist/Engr	C	46.11	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr III	D	45.39	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Scientist/Engr	C	44.19	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Materials Scientist/Engr	C	42.79	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Materials Staff Scientist/Engr	C	41.56 - 77.11	11	4	1	0	0	0	1	0	10	7	0	1	2	0
Physicist Staff Sci/Engr	C	35.77 - 72.91	15	4	1	0	0	1	0	0	14	11	1	0	2	0
Research Assoc Staff	D	33.61	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr I	D	30.43	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Scientific Engr Assoc	D	29.91 - 34.29	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Research Specialist	3	29.09 - 30.86	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Technical Illustrator III	3	27.97	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Research Technician Princ	3	25.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Scientist/Engr	C	24.43 - 39.35	2	1	1	0	0	1	0	0	1	1	0	0	0	0
Research Assoc Sr	D	21.92	1	1	0	0	0	0	0	0	1	0	0	0	1	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Materials Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Technician Sr	3	18.70 - 21.19	2	1	2	1	0	0	1	0	0	0	0	0	0	0
Department Total			57	15	11	6	0	2	3	0	46	36	1	3	6	0
% of Total				26.32	19.30	10.53	.00	3.51	5.26	.00	80.70	63.16	1.75	5.26	10.53	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: NERSC

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Systems Manager III	1	91.30	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Math/Statistician Sr Sci/Engr	C	77.31 - 77.60	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Computer Systems Manager II	1	73.85	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Computer Senior Scientist	C	71.97 - 81.40	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Computer Systems Engr IV	D	53.94 - 71.97	22	3	5	5	0	0	0	0	17	14	1	0	2	0
Computer Staff Scientist	C	49.90 - 68.65	17	4	2	1	0	0	1	0	15	12	1	0	2	0
Math/Statistician Sci/Engr	C	47.02 - 48.26	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Computer Systems Engr III	D	43.85 - 54.23	41	9	4	1	0	1	2	0	37	31	0	1	5	0
Computer Scientist	C	39.52 - 49.82	6	2	1	1	0	0	0	0	5	3	0	1	1	0
Math/Statistician Staff Sci/En	C	36.15 - 64.04	6	0	1	1	0	0	0	0	5	5	0	0	0	0
Computational Sci Post Doc Fel	C	35.88	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Lead Technologist	3	34.13 - 35.73	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Computer Systems Engr II	D	32.08 - 45.00	31	6	8	5	0	0	3	0	23	20	0	0	2	1
Math/Statistician Post Doc Fel	C	29.83	2	1	1	1	0	0	0	0	1	0	0	0	1	0
Computer Systems Engr I	D	28.13 - 33.46	5	2	0	0	0	0	0	0	5	3	0	1	1	0
Digital Computer Oper Spec	3	25.88 - 29.26	6	5	0	0	0	0	0	0	6	1	2	0	3	0
<b>Department Total</b>			152	35	22	15	0	1	6	0	130	102	4	4	19	1
% of Total				23.03	14.47	9.87	.00	.66	3.95	.00	85.53	67.11	2.63	2.63	12.50	.66

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Nuclear Science

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronic Engineer 5	D	56.54	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Sr Staff Sci/Engr	C	47.82	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	47.63 - 75.71	17	4	1	1	0	0	0	0	16	12	0	1	3	0
Physicist Division Fellow	C	44.71	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Staff Scientist/Engr	C	44.68 - 46.86	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	38.95 - 55.67	14	3	3	3	0	0	0	0	11	8	0	0	3	0
Technical Superintendent	D	34.81	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Scientist/Engr	C	32.74 - 38.46	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Physicist Post Doc Fellow	C	26.79	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Accelerator Oper Principal	3	24.77 - 33.66	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Electronics Egr TechnologistII	3	24.19	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Accelerator Operator	3	23.00 - 24.00	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Research Technician	3	19.24	1	0	1	1	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>			50	9	6	6	0	0	0	0	44	35	0	1	8	0
% of Total				18.00	12.00	12.00	.00	.00	.00	.00	88.00	70.00	.00	2.00	16.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Department: Operations

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Division Director	1	90.75 - 96.63	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Management III	1	73.33 - 81.06	3	1	0	0	0	0	0	0	3	2	1	0	0	0
Management II	1	53.71 - 63.61	5	2	0	0	0	0	0	0	5	3	1	0	1	0
Audit Group Leader	1	49.81 - 50.69	2	1	1	1	0	0	0	0	1	0	0	0	1	0
Principal Auditor	B	38.12 - 43.49	2	1	1	1	0	0	0	0	1	0	0	0	1	0
Administrative Specialist 3	B	31.25	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Audit Specialist	B	28.77	1	1	1	0	0	0	1	0	0	0	0	0	0	0
<b>Department Total</b>			16	7	4	2	0	0	2	0	12	7	2	0	3	0
% of Total				43.75	25.00	12.50	.00	.00	12.50	.00	75.00	43.75	12.50	.00	18.75	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

Department: Physical Biosciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Biophysicist Sr Staff Sci/Engr	C	65.41	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Manager I	1	54.23	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Sr Staff Sci/Engr	C	53.05	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Staff Scientist	C	47.90	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management I	1	45.43	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Scientist	C	40.38 - 44.99	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Scientific Engr Assoc Sr	D	38.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biophysicist Staff Sci/Engr	C	37.99	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biophysicist Division Fellow	C	37.50	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Staff Scientist/Engr	C	36.73 - 44.56	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Computer Systems Engr III	D	36.44 - 43.85	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Chemist Scientist/Engr	C	35.10 - 35.18	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Biochemist Staff Sci/Engr	C	34.69 - 49.60	4	1	3	2	0	0	1	0	1	1	0	0	0	0
Physicist Scientist/Engr	C	34.08 - 36.82	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Biophysicist Scientist/Engr	C	32.31 - 37.50	5	1	1	1	0	0	0	0	4	3	0	0	1	0
Computer Systems Engr II	D	31.90 - 35.38	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Scientific Engr Assoc	D	29.56 - 31.30	4	2	1	0	0	0	1	0	3	2	0	0	1	0
Research Assoc Principal	D	29.34	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Tech Coordinator Sr Asst	3	25.87	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Biochemist Scientist/Engineer	C	24.54 - 38.98	3	2	1	0	0	0	1	0	2	1	0	0	1	0

Continued...

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02  
10/04/2002

Department: Physical Biosciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Assoc Sr	D	22.45 - 23.08	2	1	2	1	0	0	1	0	0	0	0	0	0	0
Research Assoc	D	17.73 - 19.75	6	4	4	2	0	0	2	0	2	0	0	1	1	0
Research Technician	3	15.46 - 15.75	2	1	1	0	0	1	0	0	1	1	0	0	0	0
Technical Assistant 2	3	14.21	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Technical Assistant 1	3	11.08	1	1	1	0	1	0	0	0	0	0	0	0	0	0
<b>Department Total</b>			51	19	17	8	1	1	7	0	34	24	0	2	8	0
% of Total				37.25	33.33	15.69	1.96	1.96	13.73	.00	66.67	47.06	.00	3.92	15.69	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Sept 30 02

10/04/2002

## Department: Physics

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Physicist Dist Sci/Engr	C	62.19	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	48.46 - 80.68	21	0	2	2	0	0	0	0	19	19	0	0	0	0
Physicist Division Fellow	C	42.44	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager	D	41.68	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	41.18 - 47.38	6	2	1	1	0	0	0	0	5	3	0	1	1	0
Computer Systems Engr III	D	38.87	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Educational Program Admin	B	37.91	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Electronic Engineer 3	D	35.85	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr II	D	34.90 - 36.69	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Administrative Specialist 4	B	34.14	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Scientific Engr Assoc	D	28.90 - 32.91	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Research Assoc Sr	D	27.35 - 28.81	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Mechanical Engr Assoc	D	25.77	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Post Doc Fellow	C	25.08 - 26.61	5	1	0	0	0	0	0	0	5	4	0	1	0	0
Physicist Scientist/Engr	C	24.16 - 29.41	6	3	1	1	0	0	0	0	5	2	0	1	2	0
Computer Systems Engr I	D	23.08 - 28.12	2	1	0	0	0	0	0	0	2	1	0	0	1	0
<b>Department Total</b>			54	7	7	7	0	0	0	0	47	40	0	3	4	0
% of Total				12.96	12.96	12.96	.00	.00	.00	.00	87.04	74.07	.00	5.56	7.41	.00
<b>Facility Total</b>			2438	758	790	484	108	52	141	5	1648	1196	95	88	261	8
% of Total				31.09	32.40	19.85	4.43	2.13	5.78	.21	67.60	49.06	3.90	3.61	10.71	.33

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

**Affirmative  
Action  
Program**

**Appendix B**

**Job Group  
Analysis**

41 C.F.R. § 60-2.12 § 60-2.13

NOTE:

The ethnic categories as specified in	
<i>Appendix B</i>	<i>The OFCCP Regulations</i>
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: H1 H1 - Lab Scientific Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
Laboratory Director	Laboratory Directorate	149.04	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Deputy Director	Laboratory Directorate	125.00 - 141.83	3	1	1	1	0	0	0	0	2	1	0	1	0	0
Associate Laboratory Director	Laboratory Directorate	108.17 - 120.20	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Division Director	Various	73.17 - 99.95	9	0	0	0	0	0	0	0	9	9	0	0	0	0
<b>Job Group Total</b>			16	1	2	2	0	0	0	0	14	13	0	1	0	0
% of Total				6.25	12.50	12.50	.00	.00	.00	.00	87.50	81.25	.00	6.25	.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: H3 H3 - Administrative Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Sr Manager, Financial Services	Financial Services	53.22	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Audit Group Leader	Operations	49.81 - 50.69	2	1	1	1	0	0	0	0	1	0	0	0	1	0
Business Systems Manager	Administrative Services	49.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Human Resources Management 2	Human Resources	49.44 - 62.50	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Manager, Financial Analysis	Financial Services	47.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Business Manager	Administrative Services	47.31 - 50.19	4	0	3	3	0	0	0	0	1	1	0	0	0	0
Manager, Contracts	Financial Services	43.72	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Business Systems Specialist	Administrative Services	43.56	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Subcontracts	Financial Services	43.37 - 53.83	4	1	2	1	1	0	0	0	2	2	0	0	0	0
Manager, Disbursements	Financial Services	42.84	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Mgr, Travel & Conferences	Administrative Services	41.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Sr Administrative Manager	Various	40.38 - 47.31	5	0	5	5	0	0	0	0	0	0	0	0	0	0
Benefits Supervisor	Human Resources	38.80	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Payroll Supervisor	Human Resources	38.80	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Human Resources Management 1	Various	38.57 - 42.58	8	1	8	7	0	0	1	0	0	0	0	0	0	0
<b>Job Group Total</b>			<b>34</b>	<b>5</b>	<b>25</b>	<b>23</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>
% of Total				14.71	73.53	67.65	2.94	.00	2.94	.00	26.47	17.65	.00	.00	8.82	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: H4 H4 - Technical Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Systems Manager III	Various	86.25 - 91.30	2	0	0	0	0	0	0	0	2	2	0	0	0	0
EH&S Manager 3	Environment, Health & Safety	70.52 - 79.14	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Computer Systems Manager II	Various	69.09 - 75.58	5	3	4	2	1	0	1	0	1	0	0	1	0	0
Engineering Management 2	Engineering	62.50 - 71.01	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Engineering Management 1	Engineering	56.06 - 64.48	5	0	0	0	0	0	0	0	5	5	0	0	0	0
EH&S Manager 2	Environment, Health & Safety	55.97 - 59.21	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Computer Systems Manager I	Physical Biosciences	54.23	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager Sr.	Various	53.86 - 59.11	3	0	0	0	0	0	0	0	3	3	0	0	0	0
EH&S Manager 1	Environment, Health & Safety	45.95 - 49.14	6	0	2	2	0	0	0	0	4	4	0	0	0	0
<b>Job Group Total</b>			33	4	7	5	1	0	1	0	26	24	0	1	1	0
% of Total				12.12	21.21	15.15	3.03	.00	3.03	.00	78.79	72.73	.00	3.03	3.03	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: H6 H6 - Other Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Management III	Various	73.33 - 81.06	4	1	0	0	0	0	0	0	4	3	1	0	0	0
Management II	Various	53.71 - 70.15	15	3	4	4	0	0	0	0	11	8	1	0	2	0
Management I	Various	40.87 - 53.88	8	0	3	3	0	0	0	0	5	5	0	0	0	0
<b>Job Group Total</b>			27	4	7	7	0	0	0	0	20	16	2	0	2	0
% of Total				14.81	25.93	25.93	.00	.00	.00	.00	74.07	59.26	7.41	.00	7.41	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: J1 J1 - Bio-Medical Scientist**

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Medical Senior Scientist	Life Sciences	91.53	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biochemist Sr Staff Sci/Engr	Various	59.84 - 69.21	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Biologist Senior Sci/Engr	Various	53.08 - 98.31	4	2	2	1	0	0	1	0	2	1	0	0	1	0
Biophysicist Sr Staff Sci/Engr	Various	50.39 - 69.69	6	2	2	2	0	0	0	0	4	2	0	0	2	0
Medical Staff Scientist	Life Sciences	46.89	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biologist Division Fellow	Life Sciences	43.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biologist Staff Scientist/Engr	Various	40.21 - 69.23	14	5	5	2	0	0	3	0	9	7	0	0	2	0
Biophysicist Division Fellow	Various	37.50 - 48.50	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Biophysicist Staff Sci/Engr	Various	35.71 - 63.95	8	0	2	2	0	0	0	0	6	6	0	0	0	0
Biochemist Staff Sci/Engr	Various	32.09 - 55.51	14	2	8	7	0	0	1	0	6	5	0	0	1	0
Physiologist Sci/Engr	Life Sciences	28.27	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biophysicist Scientist/Engr	Various	24.84 - 39.66	11	2	2	2	0	0	0	0	9	7	0	0	2	0
Biochemist Scientist/Engineer	Various	24.54 - 40.94	13	8	5	1	1	0	3	0	8	4	0	0	4	0
Biologist Scientist/Engr	Various	23.08 - 41.16	26	10	14	9	0	1	4	0	12	7	0	0	5	0
Geneticist Post Doc. Fellow	Life Sciences	19.47	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biophysicist Post Doc Fellow	Life Sciences	16.25	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biologist Post Doc Fellow	Life Sciences	0.68 - 18.58	9	6	5	1	0	1	3	0	4	2	0	0	2	0
<b>Job Group Total</b>			116	37	51	33	1	2	15	0	65	46	0	0	19	0
% of Total				31.90	43.97	28.45	.86	1.72	12.93	.00	56.03	39.66	.00	.00	16.38	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J2 J2 - Chemist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Chemist Sr Staff Sci/Engr	Various	47.82 - 67.38	9	1	1	1	0	0	0	0	8	7	0	0	1	0
Chemist Staff Scientist/Engr	Various	34.62 - 60.53	25	4	3	2	0	0	1	0	22	19	0	0	3	0
Chemist Scientist/Engr	Various	29.86 - 44.19	7	4	1	0	0	0	1	0	6	3	0	0	3	0
<b>Job Group Total</b>			41	9	5	3	0	0	2	0	36	29	0	0	7	0
% of Total				21.95	12.20	7.32	.00	.00	4.88	.00	87.80	70.73	.00	.00	17.07	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J3 J3 - Physist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
Physicist Dist Sci/Engr	Physics	62.19	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	Various	47.63 - 80.68	69	10	4	4	0	0	0	0	65	55	0	1	9	0
Physicist Division Fellow	Various	42.44 - 44.71	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Physicist Staff Sci/Engr	Various	35.07 - 72.91	89	16	6	5	0	1	0	0	83	68	2	2	11	0
Physicist Post Doc Fellow	Various	25.08 - 26.79	9	3	0	0	0	0	0	0	9	6	1	1	1	0
Physicist Scientist/Engr	Various	24.16 - 46.92	39	11	7	6	0	1	0	0	32	22	0	1	9	0
<b>Job Group Total</b>			209	40	17	15	0	2	0	0	192	154	3	5	30	0
% of Total				19.14	8.13	7.18	.00	.96	.00	.00	91.87	73.68	1.44	2.39	14.35	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: J4 J4 - Computer Scientist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Senior Scientist	Various	56.05 - 81.40	7	1	0	0	0	0	0	0	7	6	0	0	1	0
Math/Statistician Sr Sci/Engr	Various	51.31 - 77.60	4	0	1	1	0	0	0	0	3	3	0	0	0	0
Computer Staff Scientist	Various	47.60 - 68.65	23	6	3	2	0	0	1	0	20	15	1	0	4	0
Math/Statistician Sci/Engr	Various	41.41 - 48.26	4	0	1	1	0	0	0	0	3	3	0	0	0	0
Math/Statistician Staff Sci/En	Various	36.15 - 64.04	8	0	1	1	0	0	0	0	7	7	0	0	0	0
Computational Sci Post Doc Fel	NERSC	35.88	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Scientist	Various	33.92 - 49.82	15	3	1	1	0	0	0	0	14	11	0	1	2	0
Computer Sci Post Doc Fellow	Computing Sciences	33.66	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Math/Statistician Post Doc Fel	NERSC	29.83	2	1	1	1	0	0	0	0	1	0	0	0	1	0
<b>Job Group Total</b>			65	12	8	7	0	0	1	0	57	46	1	1	9	0
% of Total				18.46	12.31	10.77	.00	.00	1.54	.00	87.69	70.77	1.54	1.54	13.85	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J5 J5 - Engineers

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mechanical Sr Engineer	Various	61.63 - 68.50	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Electronic Staff Engineer	Materials Sciences	56.11	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Staff Engineer	Environmental Energy Tech	43.00 - 63.46	7	1	0	0	0	0	0	0	7	6	0	0	1	0
Mechanical Engineer	Various	37.17 - 42.93	7	3	0	0	0	0	0	0	7	4	0	0	3	0
Electronic Engineer	Life Sciences	34.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
<b>Job Group Total</b>			19	5	0	0	0	0	0	0	19	14	0	0	5	0
% of Total				26.32	.00	.00	.00	.00	.00	.00	100.00	73.68	.00	.00	26.32	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J6 J6 - Other Scientist/Engineer

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Chemical Senior Engineer	Materials Sciences	79.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Geological Sr Scientist	Earth Sciences	55.10 - 72.27	5	4	1	0	0	0	1	0	4	1	0	0	3	0
Materials Sr Scientist/Engr	Various	52.38 - 74.68	7	2	1	1	0	0	0	0	6	4	0	1	1	0
Geological Staff Scientist	Earth Sciences	43.14 - 78.64	26	5	3	2	0	0	1	0	23	19	0	0	4	0
Geological Engineer	Earth Sciences	42.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemical Staff Engineer	Various	41.69 - 59.09	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Materials Staff Scientist/Engr	Various	41.56 - 77.11	16	4	2	1	0	0	1	0	14	11	0	1	2	0
Materials Scientist/Engr	Various	41.08 - 47.68	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Chemical Engineer	Environmental Energy Tech	37.30 - 44.48	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Geological Scientist	Earth Sciences	36.68 - 51.26	26	13	2	2	0	0	0	0	24	11	1	0	12	0
Electronic Engr Post Doc Fell	Life Sciences	22.92	1	1	0	0	0	0	0	0	1	0	0	0	1	0
<b>Job Group Total</b>			93	30	12	9	0	0	3	0	81	54	1	2	24	0
% of Total				32.26	12.90	9.68	.00	.00	3.23	.00	87.10	58.06	1.08	2.15	25.81	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J7 J7 - Economics

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Energy/Env Policy An Sr Sci/En	Environmental Energy Tech	64.00	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Pgm Mgt E/S Staff Sci 3	Laboratory Directorate	54.31	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Architect Staff Sci/Engr	Environmental Energy Tech	47.20 - 69.81	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Architect Scientist/Engr	Environmental Energy Tech	45.28 - 46.27	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Energy/Env Policy An St Sci/En	Environmental Energy Tech	36.99 - 68.07	19	3	1	1	0	0	0	0	18	15	0	0	3	0
Energy/Env Policy An Sci/Eng	Environmental Energy Tech	36.52 - 49.62	9	3	1	1	0	0	0	0	8	5	1	0	2	0
<b>Job Group Total</b>			37	8	3	2	0	0	1	0	34	27	1	0	6	0
% of Total				21.62	8.11	5.41	.00	.00	2.70	.00	91.89	72.97	2.70	.00	16.22	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: K1 K1 - Administrative Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Sr Conference Planner	Administrative Services	35.19	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal Resource Analyst	Administrative Services	34.41 - 45.46	15	7	11	6	0	0	5	0	4	2	0	0	2	0
Administrative Manager	Administrative Services	33.78 - 40.38	5	1	5	4	0	0	1	0	0	0	0	0	0	0
Sr Resource Analyst	Administrative Services	28.99 - 39.98	23	7	18	12	1	1	4	0	5	4	0	0	1	0
Sr Supervisor, Admin Scvs	Administrative Services	27.96 - 35.56	7	2	6	4	1	0	1	0	1	1	0	0	0	0
Sr Administrator	Administrative Services	27.94 - 36.88	7	0	5	5	0	0	0	0	2	2	0	0	0	0
Travel Specialist	Administrative Services	24.09 - 32.08	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Supervisor, Admin Scvs	Administrative Services	23.52 - 27.33	21	5	20	15	2	2	1	0	1	1	0	0	0	0
Assistant Conference Planner	Administrative Services	23.49 - 26.44	4	2	4	2	2	0	0	0	0	0	0	0	0	0
Resource Analyst	Administrative Services	23.23 - 27.63	6	3	4	1	0	1	2	0	2	2	0	0	0	0
Administrator	Administrative Services	23.23 - 26.42	13	3	12	9	2	1	0	0	1	1	0	0	0	0
<b>Job Group Total</b>			105	30	89	62	8	5	14	0	16	13	0	0	3	0
% of Total				28.57	84.76	59.05	7.62	4.76	13.33	.00	15.24	12.38	.00	.00	2.86	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: K2 K2 - Human Resources

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Principal Compensation Analyst	Human Resources	36.92 - 38.80	2	0	1	1	0	0	0	0	1	1	0	0	0	0
LER Consultant	Human Resources	36.35 - 38.19	3	0	2	2	0	0	0	0	1	1	0	0	0	0
IRSO Supervisor	Human Resources	36.17	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Principal HR Generalist	Human Resources	36.06	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Policies Analyst	Human Resources	36.03	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Senior Recruiter	Human Resources	30.00	3	3	2	0	0	0	2	0	1	0	0	0	1	0
Senior HRIS Analyst	Human Resources	29.16 - 30.43	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Recruiter	Human Resources	26.44	1	1	1	0	0	1	0	0	0	0	0	0	0	0
Senior HR Generalist	Human Resources	24.65 - 31.67	10	5	10	5	3	1	1	0	0	0	0	0	0	0
HR Generalist	Human Resources	24.09 - 25.77	2	0	2	2	0	0	0	0	0	0	0	0	0	0
<b>Job Group Total</b>			27	11	23	14	4	2	3	0	4	2	0	1	1	0
% of Total				40.74	85.19	51.85	14.81	7.41	11.11	.00	14.81	7.41	.00	3.70	3.70	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: K3 K3 - Financial Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Principal Auditor	Operations	38.12 - 43.49	2	1	1	1	0	0	0	0	1	0	0	0	1	0
Principal Financial Analyst	Financial Services	36.27 - 41.64	4	1	2	2	0	0	0	0	2	1	1	0	0	0
Sr Financial Analyst	Financial Services	35.66	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal Accountant	Financial Services	33.91 - 42.44	4	3	2	0	0	0	2	0	2	1	0	0	1	0
Pr Contracts Officer	Financial Services	33.78 - 38.56	4	1	3	2	0	0	1	0	1	1	0	0	0	0
Pr Subcontracts Administrator	Financial Services	32.97 - 40.38	8	4	3	2	0	1	0	0	5	2	2	0	1	0
Sr Subcontracts Administrator	Financial Services	28.94 - 33.81	10	4	7	3	1	1	2	0	3	3	0	0	0	0
Senior Accountant	Financial Services	28.94	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Audit Specialist	Operations	28.77	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Subcontracts Administrator	Financial Services	23.65 - 27.69	3	2	2	1	1	0	0	0	1	0	1	0	0	0
Accountant	Financial Services	23.52 - 25.86	5	3	3	0	1	1	1	0	2	2	0	0	0	0
Associate Accountant	Financial Services	22.90	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Assoc Subcontracts Admin	Financial Services	22.22 - 25.25	2	2	2	0	0	0	1	1	0	0	0	0	0	0
<b>Job Group Total</b>			46	24	29	12	5	3	8	1	17	10	4	0	3	0
% of Total				52.17	63.04	26.09	10.87	6.52	17.39	2.17	36.96	21.74	8.70	.00	6.52	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: K4 K4 - Legal

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Patent Advisor III	Laboratory Directorate	52.66 - 56.61	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Patent Advisor II	Laboratory Directorate	46.62 - 48.46	2	1	1	0	0	1	0	0	1	1	0	0	0	0
<b>Job Group Total</b>			4	1	2	1	0	1	0	0	2	2	0	0	0	0
% of Total				25.00	50.00	25.00	.00	25.00	.00	.00	50.00	50.00	.00	.00	.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: K5 K5 - Technical Editor

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Tech Info Specialist V	Info. Technologies &	42.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Writer/Editor III	Various	33.75 - 44.61	7	1	2	2	0	0	0	0	5	4	0	0	1	0
Tech Editor and Writer IV	Earth Sciences	32.76	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Writer/Editor II	Various	26.67 - 35.13	15	3	8	6	0	0	2	0	7	6	0	0	1	0
Tech Info Specialist III	Info. Technologies &	26.25 - 28.67	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Tech Info Specialist II	Info. Technologies &	25.10	1	0	1	1	0	0	0	0	0	0	0	0	0	0
<b>Job Group Total</b>			27	5	14	11	1	0	2	0	13	11	0	0	2	0
% of Total				18.52	51.85	40.74	3.70	.00	7.41	.00	48.15	40.74	.00	.00	7.41	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: K6 K6 - Other Admin Professional

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Administrator 5	Administrative Services	39.39	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 5	Various	38.77 - 46.30	5	0	3	3	0	0	0	0	2	2	0	0	0	0
Educational Program Admin	Various	34.36 - 37.91	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Administrator 4	Advanced Light Source	33.21	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 4	Various	28.74 - 34.36	9	0	5	5	0	0	0	0	4	4	0	0	0	0
Budget Analyst II	Facilities	27.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 3	Various	24.56 - 31.25	11	3	10	7	0	0	3	0	1	1	0	0	0	0
Administrative Specialist 2	Various	20.41 - 23.75	6	1	5	4	0	1	0	0	1	1	0	0	0	0
<b>Job Group Total</b>			36	4	27	23	0	1	3	0	9	9	0	0	0	0
% of Total				11.11	75.00	63.89	.00	2.78	8.33	.00	25.00	25.00	.00	.00	.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: L1 L1 - Information Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Systems Engr IV	Various	53.65 - 71.97	54	9	8	7	0	0	1	0	46	38	1	0	7	0
Computer Systems Engr III	Various	36.44 - 54.55	126	33	21	14	1	2	4	0	105	79	5	1	19	1
Computer Systems Engr II	Various	30.58 - 45.00	108	33	27	16	2	2	7	0	81	59	5	3	13	1
Comp Systems Engr I Trainee	Environmental Energy Tech	23.77	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Computer Systems Engr I	Various	23.08 - 33.46	44	21	19	11	2	1	4	1	25	12	3	4	6	0
<b>Job Group Total</b>			333	97	75	48	5	5	16	1	258	188	15	8	45	2
% of Total				29.13	22.52	14.41	1.50	1.50	4.80	.30	77.48	56.46	4.50	2.40	13.51	.60

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: L2 L2 - Mechanical Engineer

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Systems Engineer 6	Engineering	62.97	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 6	Engineering	60.32	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 5	Engineering	52.33 - 58.71	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Mechanical Engineer 4	Engineering	42.12 - 51.39	21	2	2	2	0	0	0	0	19	17	0	0	2	0
Systems Engineer 3	Engineering	40.96	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 3	Various	35.76 - 39.53	12	4	2	2	0	0	0	0	10	6	0	0	4	0
Mechanical Engineer 2	Engineering	27.12 - 41.83	10	3	1	0	1	0	0	0	9	7	0	0	2	0
Mechanical Engineer 1	Various	25.38 - 26.83	2	0	0	0	0	0	0	0	2	2	0	0	0	0
<b>Job Group Total</b>			52	9	5	4	1	0	0	0	47	39	0	0	8	0
% of Total				17.31	9.62	7.69	1.92	.00	.00	.00	90.38	75.00	.00	.00	15.38	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: L3 L3 - Electrical Engineer

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronic Engineer 5	Various	53.35 - 56.54	3	0	0	0	0	0	0	0	3	3	0	0	0	0
IC Design Engineer 5	Engineering	51.49	1	0	0	0	0	0	0	0	1	1	0	0	0	0
IC Design Engineer 4	Engineering	50.78 - 52.33	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electronic Engineer 4	Engineering	44.83 - 54.52	12	1	0	0	0	0	0	0	12	11	0	0	1	0
IC Design Engineer 3	Engineering	41.64 - 45.49	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Electronic Engineer 3	Various	35.85 - 45.41	10	1	0	0	0	0	0	0	10	9	0	0	1	0
Electronic Engineer 2	Engineering	32.02 - 38.66	5	2	0	0	0	0	0	0	5	3	1	1	0	0
Electronic Engineer 1	Engineering	26.54	1	0	0	0	0	0	0	0	1	1	0	0	0	0
<b>Job Group Total</b>			37	4	0	0	0	0	0	0	37	33	1	1	2	0
% of Total				10.81	.00	.00	.00	.00	.00	.00	100.00	89.19	2.70	2.70	5.41	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02

10/04/2002

## Job Group: L4 L4 - Environ't Hlth & Safety

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Occupational Med Physician	Environment, Health & Safety	61.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Air Quality Engineer 4	Environment, Health & Safety	48.32 - 49.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Sr EH&S Professional	Environment, Health & Safety	47.42 - 51.31	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Radiochemist 4	Environment, Health & Safety	44.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Regulatory Compl Eng/Spec 4	Various	43.64 - 44.06	2	1	1	1	0	0	0	0	1	0	0	0	1	0
Waste Mgmt Professional 4	Environment, Health & Safety	42.12	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Industrial Hygienist 4	Environment, Health & Safety	40.43 - 47.78	5	1	1	1	0	0	0	0	4	3	0	0	1	0
Safety Engineer/Specialist 4	Environment, Health & Safety	37.68 - 53.00	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Radiochemist 3	Environment, Health & Safety	35.29 - 40.28	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Health Physicist 3	Environment, Health & Safety	34.72 - 38.46	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Safety Engineer/Specialist 3	Environment, Health & Safety	34.67 - 42.87	5	2	3	2	0	0	1	0	2	1	0	0	1	0
Occupational Health Nurse 4	Environment, Health & Safety	34.62 - 40.24	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Regulatory Compl Eng/Spec 3	Various	34.62 - 37.02	2	2	0	0	0	0	0	0	2	0	0	1	1	0
Waste Mgmt Professional 3	Environment, Health & Safety	33.31 - 38.83	10	4	5	4	0	0	1	0	5	2	2	0	1	0
Fire Protection Engineer 4	Environment, Health & Safety	31.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Waste Mgmt Professional 2	Environment, Health & Safety	29.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Industrial Hygienist 1	Environment, Health & Safety	23.08	1	1	0	0	0	0	0	0	1	0	0	1	0	0

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: L4 L4 - Environ't Hlth & Safety

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Job Group Total			46	13	18	16	0	0	2	0	28	17	2	2	7	0
% of Total				28.26	39.13	34.78	.00	.00	4.35	.00	60.87	36.96	4.35	4.35	15.22	.00



# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: L5 L5 - Facilities

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Facil Electrical Engr Chief	Facilities	50.39	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facilities Planner Chief	Facilities	49.64	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Facil Project Manager Chief	Various	48.57 - 52.15	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Facilities Architect Chief	Facilities	48.55	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Facil Civil/Struct Engr Chief	Facilities	48.17	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facilities Estimator II	Facilities	44.42 - 47.37	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Facil Energy Mgmt Engr II	Facilities	42.14 - 45.89	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facil Mechanical Engr II	Facilities	42.09 - 42.23	2	2	0	0	0	0	0	0	2	0	0	0	2	0
Facil Mechanical Engr Chief	Facilities	42.09	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facil Civil/Structural Engr II	Facilities	41.42 - 42.03	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facil Project Manager II	Various	40.88 - 53.72	8	1	1	1	0	0	0	0	7	6	0	1	0	0
Facil Electrical Engr II	Facilities	39.89 - 42.06	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Facilities Architect II	Facilities	38.97 - 42.98	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Facil Project Manager I	Environmental Energy Tech	37.07	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facilities Planner II	Facilities	36.61 - 41.45	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facilities Planner I	Facilities	29.88 - 31.93	2	0	0	0	0	0	0	0	2	2	0	0	0	0
<b>Job Group Total</b>			42	10	5	4	0	0	1	0	37	28	0	1	8	0
% of Total				23.81	11.90	9.52	.00	.00	2.38	.00	88.10	66.67	.00	2.38	19.05	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: L7 L7 - Technical Associate

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Clinic Lab Tech Chief	Life Sciences	40.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Technical Manager	Various	39.20 - 50.77	6	1	0	0	0	0	0	0	6	5	0	1	0	0
Program Manager	Various	38.20 - 53.65	7	0	2	2	0	0	0	0	5	5	0	0	0	0
Plant/Facil Engr Assoc Sr	Facilities	36.89 - 39.46	2	1	0	0	0	0	0	0	2	1	0	0	1	0
EH&S Associate, Senior	Environment, Health & Safety	36.05	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Assoc Sr	Engineering	34.97 - 41.50	10	0	0	0	0	0	0	0	10	10	0	0	0	0
Technical Superintendent	Various	34.81 - 40.93	12	2	0	0	0	0	0	0	12	10	1	1	0	0
Electronics Engr Assoc Sr	Engineering	34.24 - 39.38	8	0	0	0	0	0	0	0	8	8	0	0	0	0
Scientific Engr Assoc Sr	Various	32.95 - 40.85	10	2	2	1	0	0	1	0	8	7	0	1	0	0
EH&S Associate	Environment, Health & Safety	31.66 - 33.32	5	1	0	0	0	0	0	0	5	4	1	0	0	0
Project Manager	Various	28.99 - 39.38	6	3	4	2	0	1	1	0	2	1	0	0	1	0
Technical Supervisor	Various	27.77 - 38.88	24	9	5	5	0	0	0	0	19	10	2	5	2	0
Electronics Engr Assoc	Engineering	27.25 - 34.02	13	1	2	2	0	0	0	0	11	10	0	0	1	0
Scientific Engr Assoc	Various	26.67 - 37.24	37	12	7	4	0	0	3	0	30	21	0	4	5	0
Plant/Facil Engr Assoc	Various	26.67 - 35.45	10	3	2	2	0	0	0	0	8	5	1	0	2	0
Mechanical Engr Assoc	Various	25.77 - 35.41	30	2	0	0	0	0	0	0	30	28	1	0	1	0
Supervisor - Sequencing	Various	24.52 - 27.06	6	4	4	2	0	1	1	0	2	0	0	0	2	0
<b>Job Group Total</b>			188	41	29	21	0	2	6	0	159	126	6	12	15	0
% of Total				21.81	15.43	11.17	.00	1.06	3.19	.00	84.57	67.02	3.19	6.38	7.98	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: L8 L8 - Research Associate

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Assoc Staff	Various	29.42 - 42.83	18	1	4	3	0	0	1	0	14	14	0	0	0	0
Research Assoc Principal	Various	29.22 - 38.47	43	8	16	14	1	1	0	0	27	21	0	1	4	1
Sequencing Lead	Genomics Division	22.07	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Research Assoc Sr	Various	21.73 - 30.08	55	23	29	16	1	0	11	1	26	16	1	2	7	0
Research Assoc	Various	17.31 - 24.12	35	18	24	11	0	1	12	0	11	6	1	2	2	0
Sequencing Specialist	Genomics Division	17.15 - 17.80	3	2	2	0	0	1	1	0	1	1	0	0	0	0
<b>Job Group Total</b>			155	53	75	44	2	3	25	1	80	58	2	5	14	1
% of Total				34.19	48.39	28.39	1.29	1.94	16.13	.65	51.61	37.42	1.29	3.23	9.03	.65

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M1 M1 - Computer Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Digital Computer Oper Spec	Various	25.88 - 29.50	7	6	0	0	0	0	0	0	7	1	2	1	3	0
<b>Job Group Total</b>			7	6	0	0	0	0	0	0	7	1	2	1	3	0
% of Total				85.71	.00	.00	.00	.00	.00	.00	100.00	14.29	28.57	14.29	42.86	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M2 M2 - Mechanical Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mechanical Engr Tech III	Various	26.07 - 31.49	34	6	0	0	0	0	0	0	34	28	0	3	3	0
Mechanical Engr Tech II	Engineering	21.47 - 26.50	23	3	1	1	0	0	0	0	22	19	1	0	2	0
Mechanical Engr Tech I	Various	20.00 - 21.44	4	1	0	0	0	0	0	0	4	3	0	1	0	0
<b>Job Group Total</b>			61	10	1	1	0	0	0	0	60	50	1	4	5	0
% of Total				16.39	1.64	1.64	.00	.00	.00	.00	98.36	81.97	1.64	6.56	8.20	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M3 M3 - Electronic Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronics Eg TechnologistIII	Various	24.05 - 30.48	21	5	3	2	0	0	1	0	18	14	0	1	3	0
Electronics Egr TechnologistII	Various	20.38 - 26.86	25	11	3	2	0	0	1	0	22	12	4	2	4	0
<b>Job Group Total</b>			46	16	6	4	0	0	2	0	40	26	4	3	7	0
% of Total				34.78	13.04	8.70	.00	.00	4.35	.00	86.96	56.52	8.70	6.52	15.22	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: M4 M4 - Other Technician**

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	Amlnd	Total	White	Black	Hisp	Asian	Amlnd
Lead Technologist	Various	30.25 - 35.73	10	4	0	0	0	0	0	0	10	6	0	1	3	0
Research Specialist	Materials Sciences	29.09 - 30.86	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Tech Coordinator Sr Asst	Various	25.87 - 29.30	3	1	1	0	0	0	1	0	2	2	0	0	0	0
Technical Coordinator Asst	Various	23.72 - 24.71	2	1	0	0	0	0	0	0	2	1	0	1	0	0
Research Technician Princ	Various	20.89 - 25.37	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Research Technician Sr	Various	17.50 - 22.44	14	7	12	6	2	2	2	0	2	1	1	0	0	0
Research Technician	Various	14.38 - 19.24	8	4	6	3	0	3	0	0	2	1	0	1	0	0
Technical Assistant 2	Various	12.20 - 15.90	11	11	5	0	0	0	4	1	6	0	2	1	3	0
Technical Assistant 1	Various	11.08 - 12.90	3	3	3	0	1	0	2	0	0	0	0	0	0	0
<b>Job Group Total</b>			56	31	28	10	3	5	9	1	28	15	3	4	6	0
% of Total				55.36	50.00	17.86	5.36	8.93	16.07	1.79	50.00	26.79	5.36	7.14	10.71	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M5 M5 - Design/Graphic

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Photographic Specialist IV	Info. Technologies &	27.00 - 31.88	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Technical Illustrator IV	Info. Technologies &	26.00 - 31.93	3	1	2	2	0	0	0	0	1	0	0	1	0	0
Design/Drafter II	Engineering	25.76	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Designer III	Various	25.47 - 32.79	8	5	1	1	0	0	0	0	7	2	2	1	2	0
Graphic Arts Technician Princ	Info. Technologies &	25.13 - 26.10	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Technical Illustrator III	Various	24.39 - 27.97	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Technical Illustrator II	Info. Technologies &	22.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Photographic Specialist II	Info. Technologies &	21.92	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Graphic Arts Technician Sr	Various	21.06 - 24.49	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Duplication/Bindery Oprtr 3	Info. Technologies &	20.21	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Duplication/Bindery Oprtr 2	Info. Technologies &	17.30	1	1	1	0	0	0	0	1	0	0	0	0	0	0
Document Control Coordinator 3	Engineering	17.19	1	1	1	0	0	0	1	0	0	0	0	0	0	0
<b>Job Group Total</b>			26	11	13	8	0	1	3	1	13	7	2	2	2	0
% of Total				42.31	50.00	30.77	.00	3.85	11.54	3.85	50.00	26.92	7.69	7.69	7.69	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: M6 M6 - Health/Medical**

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Medical Laboratory Tech I	Environment, Health & Safety	28.44	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Radiation Safety Tech, Spec	Environment, Health & Safety	27.00 - 28.79	5	3	2	0	2	0	0	0	3	2	0	0	1	0
Animal Technician 3	Life Sciences	24.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Radiation Safety Tech Prin	Environment, Health & Safety	24.00 - 24.44	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Radiation Safety Tech	Environment, Health & Safety	22.52	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Health/Safety Tech Principal	Environment, Health & Safety	22.00 - 26.49	3	2	0	0	0	0	0	0	3	1	1	0	1	0
Health/Safety Tech Sr	Environment, Health & Safety	20.00 - 21.82	4	2	0	0	0	0	0	0	4	2	0	0	2	0
Animal Technician 2	Life Sciences	17.33	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Animal Technician 1	Life Sciences	13.50 - 15.54	3	3	0	0	0	0	0	0	3	0	2	1	0	0
<b>Job Group Total</b>			21	13	3	1	2	0	0	0	18	7	5	1	5	0
% of Total				61.90	14.29	4.76	9.52	.00	.00	.00	85.71	33.33	23.81	4.76	23.81	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M7 M7 - Accelerator Operators

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Accelerator Oper Principal	Various	24.70 - 33.66	11	2	0	0	0	0	0	0	11	9	1	1	0	0
Accelerator Operator	Various	23.00 - 24.00	3	0	0	0	0	0	0	0	3	3	0	0	0	0
<b>Job Group Total</b>			14	2	0	0	0	0	0	0	14	12	1	1	0	0
% of Total				14.29	.00	.00	.00	.00	.00	.00	100.00	85.71	7.14	7.14	.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: N1 N1 - Office Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Executive Asst (Confidential)	Administrative Services	24.63 - 25.39	3	2	2	0	1	1	0	0	1	1	0	0	0	0
Executive Assistant	Administrative Services	21.75 - 27.15	14	5	14	9	3	1	1	0	0	0	0	0	0	0
Payroll Asst III (Confidential)	Human Resources	21.34 - 22.50	2	2	2	0	1	0	1	0	0	0	0	0	0	0
Travel Assistant III	Administrative Services	21.28 - 21.80	3	3	2	0	1	1	0	0	1	0	1	0	0	0
Admin Asst III (Confidential)	Administrative Services	19.22 - 20.94	4	2	4	2	0	1	1	0	0	0	0	0	0	0
Finance/Budget Asst III	Various	19.04 - 23.27	7	4	6	2	3	1	0	0	1	1	0	0	0	0
Travel Assistant II	Administrative Services	18.61 - 19.39	3	3	3	0	2	1	0	0	0	0	0	0	0	0
Finance/Budget Asst II	Financial Services	18.49 - 19.66	3	2	3	1	2	0	0	0	0	0	0	0	0	0
Administrative Assistant III	Various	17.53 - 25.76	97	45	84	44	24	3	13	0	13	8	2	0	3	0
Administrative Assistant II	Various	17.41 - 20.11	44	26	40	15	19	4	2	0	4	3	0	0	1	0
Clerical Assistant II	Administrative Services	15.05	1	1	1	0	1	0	0	0	0	0	0	0	0	0
<b>Job Group Total</b>			181	95	161	73	57	13	18	0	20	13	3	0	4	0
% of Total				52.49	88.95	40.33	31.49	7.18	9.94	.00	11.05	7.18	1.66	.00	2.21	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: N3 N3 - Human Resources Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Human Resources Asst III	Human Resources	18.81 - 22.91	18	14	14	4	7	2	1	0	4	0	1	0	3	0
Human Resources Asst II	Human Resources	18.29 - 18.31	2	2	2	0	1	0	1	0	0	0	0	0	0	0
<b>Job Group Total</b> % of Total			20	16 80.00	16 80.00	4 20.00	8 40.00	2 10.00	2 10.00	0 .00	4 20.00	0 .00	1 5.00	0 .00	3 15.00	0 .00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

## Job Group: N6 N6 - Purchasing Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Purchasing Assistant II	Financial Services	19.36 - 20.11	2	2	2	0	2	0	0	0	0	0	0	0	0	0
Purchasing Assistant III	Various	19.12 - 23.12	16	7	11	7	2	1	1	0	5	2	1	1	0	1
<b>Job Group Total</b>			18	9	13	7	4	1	1	0	5	2	1	1	0	1
% of Total				50.00	72.22	38.89	22.22	5.56	5.56	.00	27.78	11.11	5.56	5.56	.00	5.56

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: N7 N7 - Other Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Dispatcher Emergency Comm	Environment, Health & Safety	18.20	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Material Handler 3	Facilities	15.97 - 18.02	9	7	2	2	0	0	0	0	7	0	2	3	0	2
<b>Job Group Total</b>			10	7	2	2	0	0	0	0	8	1	2	3	0	2
% of Total				70.00	20.00	20.00	.00	.00	.00	.00	80.00	10.00	20.00	30.00	.00	20.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: O1 O1 - Machine Shop

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mechanical Engr Machinist III	Engineering	25.32 - 33.54	21	6	0	0	0	0	0	0	21	15	1	2	3	0
Mechanical Engr Machinist II	Engineering	23.84 - 24.04	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Mech Engr Machinist Asst I	Engineering	16.94 - 22.00	3	1	0	0	0	0	0	0	3	2	1	0	0	0
<b>Job Group Total</b>			27	7	0	0	0	0	0	0	27	20	2	2	3	0
% of Total				25.93	.00	.00	.00	.00	.00	.00	100.00	74.07	7.41	7.41	11.11	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: O2 O2 - Crafts/Trades

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Sheet Metal Worker Lead	Engineering	30.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electrician Lead	Facilities	30.38	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Planner Estimator	Facilities	29.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Air Cond/Refrig Mech	Facilities	28.84	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Sheet Metal Worker	Engineering	28.54	5	1	0	0	0	0	0	0	5	4	0	1	0	0
Welder Lead	Engineering	28.53	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Electrician	Facilities	28.25	12	5	1	1	0	0	0	0	11	6	2	2	1	0
Plumber/Fitter	Facilities	28.25	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Carpenter Lead	Facilities	27.95	4	1	0	0	0	0	0	0	4	3	0	0	0	1
Welder	Engineering	26.54	3	1	0	0	0	0	0	0	3	2	1	0	0	0
Carpenter	Facilities	26.00	14	5	0	0	0	0	0	0	14	9	3	2	0	0
Painter	Various	25.24	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Rigger	Facilities	24.90	4	2	0	0	0	0	0	0	4	2	1	1	0	0
<b>Job Group Total</b>			62	18	1	1	0	0	0	0	61	43	7	8	2	1
% of Total				29.03	1.61	1.61	.00	.00	.00	.00	98.39	69.35	11.29	12.90	3.23	1.61

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY



# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: O3 O3 - Mechanics Repair

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Plant Maintenance Tech Lead	Facilities	27.97	4	1	0	0	0	0	0	0	4	3	0	1	0	0
Plant Maintenance Tech Spec	Facilities	26.02	2	1	0	0	0	0	0	0	2	1	0	0	0	1
Plant Maintenance Tech Princ	Facilities	24.39	18	6	0	0	0	0	0	0	18	12	2	2	2	0
<b>Job Group Total</b>			24	8	0	0	0	0	0	0	24	16	2	3	2	1
% of Total				33.33	.00	.00	.00	.00	.00	.00	100.00	66.67	8.33	12.50	8.33	4.17

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: P1 P1 - Semi-Skilled

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Truck Driver Lead	Facilities	23.40 - 26.10	2	1	0	0	0	0	0	0	2	1	1	0	0	0
Material Specialist - N/E	Facilities	21.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Truck Driver	Facilities	21.13	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Material Specialist	Various	19.66 - 26.68	8	2	1	1	0	0	0	0	7	5	0	2	0	0
Laborer, Senior	Various	19.33 - 21.46	6	4	0	0	0	0	0	0	6	2	1	3	0	0
Plant Assistant II	Facilities	18.62 - 19.38	4	3	0	0	0	0	0	0	4	1	2	0	1	0
Garage Attendant	Facilities	18.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Truck Driver Light	Facilities	17.09 - 18.57	4	1	1	1	0	0	0	0	3	2	1	0	0	0
Plant Assistant I	Facilities	16.55	1	1	0	0	0	0	0	0	1	0	0	0	1	0
<b>Job Group Total</b>			28	14	2	2	0	0	0	0	26	12	6	6	2	0
% of Total				50.00	7.14	7.14	.00	.00	.00	.00	92.86	42.86	21.43	21.43	7.14	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: Q2 Q2 - Bus Driver

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Bus Driver Lead	Facilities	19.66 - 21.59	2	1	1	0	1	0	0	0	1	1	0	0	0	0
Bus Driver	Facilities	15.75 - 17.01	13	11	4	2	2	0	0	0	9	0	9	0	0	0
<b>Job Group Total</b>			15	12	5	2	3	0	0	0	10	1	9	0	0	0
% of Total				80.00	33.33	13.33	20.00	.00	.00	.00	66.67	6.67	60.00	.00	.00	.00

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

# Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: Q3 Q3 - Custodian

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Custodian Sr	Facilities	15.33 - 17.80	4	3	1	0	0	1	0	0	3	1	1	1	0	0
Custodian	Facilities	13.35 - 16.75	30	23	10	3	2	3	2	0	20	4	5	8	3	0
<b>Job Group Total</b> % of Total			34	26 76.47	11 32.35	3 8.82	2 5.88	4 11.76	2 5.88	0 .00	23 67.65	5 14.71	6 17.65	9 26.47	3 8.82	0 .00
<b>Facility Total</b> % of Total			2438	758 31.09	790 32.40	484 19.85	108 4.43	52 2.13	141 5.78	5 .21	1648 67.60	1196 49.06	95 3.90	88 3.61	261 10.71	8 .33

ERNEST ORLANDO LAWRENCE BERKELEY LABORATORY

## **Affirmative Action Program**

## **Appendix C**

## **Availability and Utilization Analysis**

### **OVERVIEW**

The following discussion describes how the Laboratory performs availability analyses. The Laboratory translates availability estimates into goals for underutilized job groups. The Laboratory Workforce Utilization Report includes by EEO job group, current information on utilization and availability for men and women and for minorities by ethnic composition, i.e., Hispanics, Blacks, Asians, American Indians and others.

### **DEFINITION AND ROLE OF AVAILABILITY**

The Availability Analysis estimates the percentages of minorities and women available for employment in each identified job group. Market areas where the Laboratory can reasonably recruit and information on the potential workforce are considered when computing the availability for Laboratory positions. The potential workforce is identified by considering data on new graduates with requisite degrees, individuals with requisite degrees in the relevant recruitment area, participants in Laboratory training programs, employee promotions and transfers, and applicant flow for Laboratory positions or programs. Availability provides a benchmark for Laboratory utilization of women and minorities and a basis from which to identify Laboratory employment goals.

Availability plays a central role in affirmative action planning and provides a standard of comparison against which the Laboratory determines whether a job group is underutilized in women or minorities. Availability also defines the number of potential applicants from which the Laboratory could draw when seeking to enhance the employment opportunities of women and minorities (gender and ethnic composition of the workforce); availability further helps to identify the ultimate employment goals the Laboratory should endeavor to meet.

Developing availability estimates is difficult. In calculating data on external labor markets, it is not possible to quantify job interest, precisely match internal job titles with the characteristics of workers in the external labor market, and assess the qualifications of potential applicants so that these data may be incorporated statistically and accurately into the availability analysis.

Moreover, the available data are less than perfect. The 1990 U.S. Census is the major source of information on external labor markets. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, become dated as the time between the plan year and the census year increases, and suffer from large-sampling variations for both small geographic areas and selected occupations. To some extent, these problems can be offset by supplementing census data with educational statistics, data on employee promotions and transfers, and applicant flow data. However, availability statistics are never more than professional estimates.

**DEFINITION AND ROLE  
OF AVAILABILITY**  
*(continued)*

Current availability percents are based on 1990 U.S. Census data. Availability estimates for all job groups at the Laboratory were calculated at the beginning of Fiscal Year 2003 (October 1<sup>st</sup> 2002). In calculating availability, a two-factor analysis was used. The regulation, 41 CFR 60-2.14, requires the use of two-factor analysis, stipulating the consideration of at least the following two factors when calculating availability: (1) the percentage of minorities or women with requisite skills in the reasonable recruitment area; and (2) the percentage of minorities or women among those promotable, transferable, and trainable within the organization.

**AVAILABILITY  
ANALYSIS**

An availability analysis determines the level one might expect females and people of color to be represented in a job group, based in their availability in the relevant labor area work force. Additionally, this analysis creates the basis for deciding if females or people of color are underutilized within a job group whereby goals will be developed to correct the situations. Availability, statistics for jobs at the Laboratory have been analyzed and revised, as appropriate, in accordance with the requirements of federal regulations (41 CFR 60-2.14). The analysis of the recruitment area and rationales of the weighting factors for each job group can be found in the Availability Analysis table under Factor 1.

Listed below are the procedures used to develop the availability for each job group in this plan.

1. Define the Relevant Labor Market. Normal recruitment areas for each job group have been established based on review over time of areas which new employees have been hired. These areas could be one or a combination of the following: the nation, the state of California, the five Bay Area counties, or the internal work force of the Laboratory.
2. Current availability percents are based on 1990 U.S. Census data. The 1990 U.S. Census is the major source of information on external labor markets. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, and become dated as the time between the plan year and the census year increases. To some extent, these problems can be offset by supplementing the census data with educational statistics. Hence we have supplemented our availability calculations with educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000/July 2002, published by Commission on Professionals in Science and Technology. Availability estimates for all job groups at the Laboratory were calculated at the beginning of Fiscal Year 2003 (October 1<sup>st</sup> 2002).

**Weighted Factor** Professional decisions on value weighting of data sets are documented. Sets of raw data are collected over several years. Weighting of each data set is the best professional judgment of that set's value in assessing availability for that job group.

**Data Sources** Personnel are recruited from within the Laboratory and external sources on multi-geographic levels. In general, external sources from which the Laboratory recruits come from three geographic levels: local, state, and national. If the characteristics of the national labor force and population were identical to the characteristics of state and local labor market areas, it would make no difference which demographic labor-force characteristics were used in analyzing the Laboratory's workforce availability.

However, the proportions of minority population (and consequently labor-force characteristics) vary significantly from the county to the state to the national geographic areas.

The Laboratory examines data for each job group within the geographical areas or recruitment area relevant to the nature of the positions within that job group. The research and development responsibilities of the Laboratory are of a highly specialized technical nature. The Laboratory workforce necessitates a mix of specialties often different from those available in the local labor market. As a result, the recruitment area for all job groups is not the same.

For example, local or county census data are used as part of the calculation of data for the clerical job groups, whereas national census data are used for the Scientific and Engineering job groups. The percentage of women and minorities distributed within each job group will be relative (to a significant degree) to the availability in the appropriate recruitment area.

Most clerical and technician positions (as well as many other occupations) will be recruited from the local area. Therefore, the distribution of women and minorities in these positions should be similar to the availability of women and minorities with the requisite skills in the local labor-market area.

**External Sources  
(Factor 1)**

Factor 1 of the availability computations reflect external sources of potential employees. Raw statistics for these factors are drawn from 1990 U.S. Census data for local geographic counties. The 1990 U.S. Census is the major source of information on external labor markets. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, and become dated as the time between the plan year and the census year increases. To some extent, these problems can be offset by supplementing the census data with educational statistics. Hence we have supplemented our availability calculations with educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000, published by Commission on Professionals in Science and Technology.

**Internal Sources  
(Factor 2)**

Factor 2 represent internal sources for job placements. Factor 2 consists of feeder job groups. For a given job group, a feeder job group is defined as one that is typically a source of personnel (through promotions or transfers) for the given job group. Feeder groups for each job group are identified in the following availability analysis tables, under Factor 2.

Availabilities are computed separately for each job group and obtained from two-stage weighted averaging of the data incorporated by the two factors and the Applicant Factor.

**Computation Method**

*Initial Weighting Stage-* This involves assigning value weights to the different data sets incorporated within an individual factor. An individual factor may incorporate data from a number of sources. For example, Factor 1 (skilled workforce, local area) incorporates 1990 Census data for the number of individuals with specific requisite skills in each of the local counties. In addition, Factor 1 is also supplemented with the educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000, published by Commission on Professionals in Science and Technology, in order to obtain better estimates for most scientific and engineering job groups. The value weights assigned to the different data sets depend on the varying degree of relevancy of the Census occupational codes appropriate for employment in the job group and the geographical area from which employees are typically recruited for the job group.

*Secondary Weighting Stage-* This involves assigning value weights to each of the two factors to reflect their relevance to the overall availability for the specific job group under consideration. Because most jobs at the Laboratory are recruited from outside of the organization, factor 1 is typically given more weight than factor 2 in each job group. The weight values assigned to the remaining factors vary, depending on an assessment of their relevance to the overall availability for the job group.



**Scientific and Professional Availability**

To estimate availability for these job groups, a separate availability estimate is calculated for each subgroup.

Selected statistics from the Commission on Professionals in Science and Technology 2000 report, *Professional Women and Minorities*, has been used. These statistics are available by detailed sub fields and allow us to separate doctoral recipients who are U.S. citizens or non-U.S. citizens with permanent visas from non-U.S. citizens with temporary visas.

**GOALS**

The following table “Reasonable Recruitment Area Analysis-Availability Calculation” provides the basis for the placement goals by EEO job group for women and people of color (also refer to **Appendix D**). These goals are based on estimates of availability percentages and are equal to placement goals of underutilized job groups where the current utilization is less than the availability (refer to **Appendix D**). The use of these goals is intended to have no significance outside the context of this AAP. The following factors affect the establishment and attainment of goals:

- Adverse impact,
- Previous goals,
- Survey of present employment,
- Underutilization analysis,
- Anticipated turnover,
- Reduction of work force caused by budget constraints,
- Administrative controls on hiring and hiring-related activities caused by budget constraints,
- Changes in scientific programs and funding, and
- Time necessary to acquire technical skills specific to Laboratory programs.

The large number of factors that influence the attainment of goals, especially placement opportunities, require consideration in determining whether or not they could be reached using every good faith effort as outlined in the **Section 5, Action Oriented Programs**.

**Underutilization/  
Adverse Impact**

In those instances where current utilization is less than availability, underutilization exists within job groups, and annual percentage placement goals were set to address disparities. In all instances, goals were set for women and people of color equal to availability and were designed to reverse situations of underutilization of women and people of color as identified.

**NOTE:**

The ethnic categories as specified in	
<i>Appendix C</i>	<i>The OFCCP Regulations</i>
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: H1 H1 - Lab Scientific Management

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.94	5.51	1.53	1.27	2.52	0.19	75.00	8.95	4.13	1.15	0.95	1.89	0.14
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	10.42	20.81	0.74	1.65	18.42	0.00	25.00	2.60	5.20	0.19	0.41	4.61	0.00
	Source of Data: Feeder Job Groups: J1 - Bio-Medical Scientist (J1), J2 - Chemist (J2), J3 - Physist (J3), J4 - Computer Scientist (J4), J5 - Engineers (J5), J6 - Other Scientist/Engineer (J6), J7 - Economics (J7)  Rationale for Selections of Pool: Base on the historical data, about 1/4 of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								11.56	9.34	1.34	1.36	6.50	0.14

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: H3 H3 - Administrative Management**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.87	12.46	5.23	4.35	2.48	0.36	40.00	15.15	4.98	2.09	1.74	0.99	0.15
	Source of Data: 1990 Census of Population, EEO File United States  Rationale for Selection of Recruitment Area: Recruiting nationally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	60.63	22.34	7.59	4.61	9.95	0.19	60.00	36.38	13.40	4.56	2.77	5.97	0.11
	Source of Data: Feeder Job Groups: H6 - Other Management (H6), K1 - Administrative Support (K1), K2 - Human Resources (K2), K3 - Financial Support (K3), K4 - Legal (K4), K6 - Other Admin Professional (K6), N1 - Office Support (N1), N3 - Human Resources Support (N3),  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 60% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								51.53	18.39	6.65	4.51	6.96	0.26

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: H4 H4 - Technical Management**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.45	19.24	4.85	4.79	9.10	0.50	70.00	17.81	13.47	3.39	3.36	6.37	0.35
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	27.11	34.98	8.07	8.98	16.97	0.97	30.00	8.13	10.50	2.42	2.69	5.09	0.29
	Source of Data: Feeder Job Groups: L7 - Technical Associate (L7), L8 - Research Associate (L8), M2 - Mechanical Technician (M2), M4 - Other Technician (M4), M5 - Design/Graphic (M5), M6 - Health/Medical (M6), M7 - Accelerator Operators (M7), O1 - Machine Shop (O1), O  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								25.95	23.96	5.81	6.05	11.46	0.64

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: H6 H6 - Other Management

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.41	21.72	5.92	5.59	9.73	0.37	100.00	37.41	21.72	5.92	5.59	9.73	0.37
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								37.41	21.72	5.92	5.59	9.73	0.37

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J1 J1 - Bio-Medical Scientist

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	41.40	17.37	2.13	3.00	11.90	0.33	95.00	39.33	16.50	2.03	2.85	11.31	0.31
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.39	34.19	2.58	5.16	25.16	1.29	5.00	2.42	1.71	0.13	0.26	1.26	0.06
	Source of Data: Feeder Job Groups: L8 - Research Associate (L8)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 10% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								41.75	18.21	2.16	3.11	12.56	0.38

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J2 J2 - Chemist

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.43	19.34	6.10	3.19	9.76	0.22	95.00	26.06	18.38	5.80	3.03	9.27	0.21
	Source of Data: 1990 Census of Population, EEO File United States  Rationale for Selection of Recruitment Area: Recruiting nation wide for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.39	34.19	2.58	5.16	25.16	1.29	5.00	2.42	1.71	0.13	0.26	1.26	0.06
	Source of Data: Feeder Job Groups: L8 - Research Associate (L8)  Rationale for Selections of Pool: Base on the historical data, about 5% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								28.48	20.09	5.92	3.29	10.53	0.27

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J3 J3 - Physist

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	12.94	11.12	2.43	2.37	6.02	0.30	100.00	12.94	11.12	2.43	2.37	6.02	0.30
	Source of Data: 1990 Census of Population, EEO File United States  Rationale for Selection of Recruitment Area: Recruiting nation wide for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								12.94	11.12	2.43	2.37	6.02	0.30



# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: J4 J4 - Computer Scientist**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.71	22.41	2.39	2.31	17.38	0.33	80.00	18.17	17.93	1.92	1.85	13.90	0.26
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	16.53	21.93	2.71	3.66	15.26	0.31	20.00	3.31	4.39	0.54	0.73	3.05	0.06
	Source of Data: Feeder Job Groups: H4 - Technical Management (H4), J3 - Physist (J3), J5 - Engineers (J5), L1 - Information Technician (L1), L3 - Electrical Engineer (L3), L7 - Technical Associate (L7), L8 - Research Associate (L8)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								21.47	22.32	2.46	2.58	16.95	0.32

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J5 J5 - Engineers

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	9.83	10.55	1.66	1.91	6.76	0.22	70.00	6.88	7.38	1.16	1.33	4.74	0.15
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	5.62	14.61	2.25	1.12	11.24	0.00	30.00	1.69	4.38	0.67	0.34	3.37	0.00
	Source of Data: Feeder Job Groups: L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3)  Rationale for Selections of Pool: Base on the historical data, about 30% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								8.56	11.76	1.83	1.67	8.11	0.15

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J6 J6 - Other Scientist/Engineer

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	20.01	10.36	1.08	2.16	6.79	0.33	80.00	16.01	8.29	0.87	1.72	5.44	0.26
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	32.79	27.05	2.46	3.69	20.08	0.82	20.00	6.56	5.41	0.49	0.74	4.02	0.16
	Source of Data: Feeder Job Groups: L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3), L8 - Research Associate (L8)  Rationale for Selections of Pool: Base on the historical data, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								22.57	13.70	1.36	2.46	9.45	0.43

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: J7 J7 - Economics

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.13	16.02	6.89	4.28	4.46	0.34	80.00	29.70	12.81	5.51	3.43	3.57	0.27
	Source of Data: 1990 Census of Population, EEO File United States  Rationale for Selection of Recruitment Area: Recruiting nation wide for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.39	34.19	2.58	5.16	25.16	1.29	20.00	9.68	6.84	0.52	1.03	5.03	0.26
	Source of Data: Feeder Job Groups: L8 - Research Associate (L8)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis and the historical data, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								39.38	19.65	6.03	4.46	8.60	0.53

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: K1 K1 - Administrative Support**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.29	29.44	9.91	7.27	11.61	0.44	60.00	28.98	17.66	5.94	4.36	6.97	0.26
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	82.64	54.34	31.32	7.55	14.72	0.75	40.00	33.06	21.74	12.53	3.02	5.89	0.30
	Source of Data: Feeder Job Groups: K3 - Financial Support (K3), N1 - Office Support (N1), N3 - Human Resources Support (N3), N6 - Purchasing Support (N6)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 40% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								62.03	39.40	18.47	7.38	12.86	0.57

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: K2 K2 - Human Resources

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.80	27.22	6.96	8.41	11.08	0.48	75.00	54.60	20.41	5.22	6.31	8.31	0.36
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	80.00	80.00	45.00	10.00	25.00	0.00	25.00	20.00	20.00	11.25	2.50	6.25	0.00
	Source of Data: Feeder Job Groups: N3 - Human Resources Support (N3)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 25% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								74.60	40.41	16.47	8.81	14.56	0.36

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: K3 K3 - Financial Support**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.61	25.47	5.00	5.92	14.09	0.38	90.00	38.35	22.93	4.50	5.33	12.68	0.34
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	72.22	50.00	27.78	11.11	5.56	5.56	10.00	7.22	5.00	2.78	1.11	0.56	0.56
	Source of Data: Feeder Job Groups: N6 - Purchasing Support (N6)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 10% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								45.57	27.93	7.28	6.44	13.24	0.89

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: K4 K4 - Legal

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.51	11.82	3.27	3.29	4.99	0.20	100.00	31.51	11.82	3.27	3.29	4.99	0.20
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								31.51	11.82	3.27	3.29	4.99	0.20



# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: K5 K5 - Technical Editor

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.55	17.10	5.36	4.26	7.23	0.04	100.00	48.55	17.10	5.36	4.26	7.23	0.04
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								48.55	17.10	5.36	4.26	7.23	0.04

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: K6 K6 - Other Admin Professional

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	78.47	33.35	9.64	9.27	13.57	0.41	100.00	78.47	33.35	9.64	9.27	13.57	0.41
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								78.47	33.35	9.64	9.27	13.57	0.41

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: L1 L1 - Information Technician**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.93	29.32	4.53	3.67	20.59	0.18	90.00	25.14	26.39	4.08	3.30	18.53	0.16
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	47.25	41.28	5.50	8.26	26.15	1.38	10.00	4.72	4.13	0.55	0.83	2.61	0.14
	Source of Data: Feeder Job Groups: L8 - Research Associate (L8), M1 - Computer Technician (M1), M4 - Other Technician (M4)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 10% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								29.86	30.52	4.63	4.12	21.15	0.30

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: L2 L2 - Mechanical Engineer**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.74	15.72	3.42	4.38	7.49	0.44	80.00	9.39	12.58	2.73	3.50	5.99	0.35
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	1.25	18.75	1.25	5.00	12.50	0.00	20.00	0.25	3.75	0.25	1.00	2.50	0.00
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), M2 - Mechanical Technician (M2)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								9.64	16.33	2.98	4.50	8.49	0.35

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: L3 L3 - Electrical Engineer**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	10.46	15.33	2.45	1.80	10.91	0.17	80.00	8.37	12.27	1.96	1.44	8.73	0.13
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	13.83	24.51	3.95	6.72	13.83	0.00	20.00	2.77	4.90	0.79	1.34	2.77	0.00
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), L7 - Technical Associate (L7), M3 - Electronic Technician (M3)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis and historical data, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								11.13	17.17	2.75	2.78	11.49	0.13

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: L4 L4 - Environ't Hlth & Safety**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.16	6.69	2.17	1.72	2.80	0.00	70.00	17.61	4.68	1.52	1.20	1.96	0.00
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)  Rationale for Selections of Pool: Hiring from nation wide professional pool.												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	15.31	25.84	6.22	7.18	12.44	0.00	30.00	4.59	7.75	1.87	2.15	3.73	0.00
	Source of Data: Feeder Job Groups: L7 - Technical Associate (L7), M6 - Health/Medical (M6)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 30% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								22.21	12.44	3.38	3.36	5.70	0.00

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: L5 L5 - Facilities

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.98	26.70	4.07	6.01	16.10	0.35	80.00	27.18	21.36	3.26	4.81	12.88	0.28
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	11.49	19.93	2.70	5.07	12.16	0.00	20.00	2.30	3.99	0.54	1.01	2.43	0.00
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3), L7 - Technical Associate (L7)  Rationale for Selections of Pool: Base on the historical data, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								29.48	25.35	3.80	5.82	15.31	0.28

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: L7 L7 - Technical Associate**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	26.87	29.08	3.65	7.16	17.81	0.38	80.00	21.50	23.26	2.92	5.73	14.25	0.30
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	26.01	31.37	5.17	5.54	20.11	0.55	20.00	5.20	6.27	1.03	1.11	4.02	0.11
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3), L4 - Environ't Hlth & Safety (L4), L5 - Facilities (L5), L8 - Research Associate (L8), M1 - Computer Technician (M1), M2 - Mechanical Technician (M2)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis and historical data, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								26.70	29.54	3.95	6.83	18.27	0.41



# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: L8 L8 - Research Associate**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	41.73	14.82	3.92	3.18	7.33	0.37	70.00	29.21	10.38	2.74	2.22	5.13	0.26
	Source of Data: 1990 Census of Population, EEO File United States  Rationale for Selection of Recruitment Area: Recruiting nation wide for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	55.36	10.71	16.07	26.79	1.79	30.00	15.00	16.61	3.21	4.82	8.04	0.54
	Source of Data: Feeder Job Groups: M4 - Other Technician (M4)  Rationale for Selections of Pool: Base on the 2002 Hiring/Promotion analysis, about 30% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								44.21	26.98	5.96	7.05	13.17	0.80

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: M1 M1 - Computer Technician**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.93	29.32	4.53	3.67	20.59	0.18	70.00	19.55	20.52	3.17	2.57	14.41	0.13
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	24.77	42.76	10.28	7.24	23.95	1.29	30.00	7.43	12.83	3.08	2.17	7.18	0.39
	Source of Data: Feeder Job Groups: J4 - Computer Scientist (J4), J5 - Engineers (J5), L1 - Information Technician (L1), L3 - Electrical Engineer (L3), M4 - Other Technician (M4)  Rationale for Selections of Pool: Base on the historical data, about 30% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								26.98	33.35	6.26	4.74	21.60	0.51

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: M2 M2 - Mechanical Technician**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.78	28.08	2.81	11.04	12.51	1.07	70.00	8.24	19.66	1.97	7.73	8.76	0.75
	Source of Data: 1990 Census of Population, EEO File California  Rationale for Selection of Recruitment Area: Recruiting State wide for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	4.16	21.08	6.52	6.60	7.89	0.08	30.00	1.25	6.32	1.95	1.98	2.37	0.02
	Source of Data: Feeder Job Groups: H4 - Technical Management (H4), M7 - Accelerator Operators (M7), O1 - Machine Shop (O1), O3 - Mechanics Repair (O3)  Rationale for Selections of Pool: Base on the historical data, about 30% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								9.49	25.98	3.92	9.71	11.13	0.78

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M3 M3 - Electronic Technician

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	16.12	41.33	8.13	7.78	24.25	1.04	100.00	16.12	41.33	8.13	7.78	24.25	1.04
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								16.12	41.33	8.13	7.78	24.25	1.04

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: M4 M4 - Other Technician**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	35.34	38.69	7.78	9.39	20.74	0.72	80.00	28.27	30.95	6.22	7.51	16.59	0.58
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	53.33	40.63	21.27	6.98	12.38	0.00	20.00	10.67	8.13	4.25	1.40	2.48	0.00
	Source of Data: Feeder Job Groups: M2 - Mechanical Technician (M2), M3 - Electronic Technician (M3), N1 - Office Support (N1), O1 - Machine Shop (O1)  Rationale for Selections of Pool: Base on the historical data, about 20% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								38.94	39.08	10.47	8.91	19.07	0.58

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M5 M5 - Design/Graphic

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.38	39.99	7.29	9.48	22.52	0.46	98.00	27.81	39.19	7.14	9.29	22.07	0.45
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	88.95	52.49	33.15	7.18	12.15	0.00	2.00	1.78	1.05	0.66	0.14	0.24	0.00
	Source of Data: Feeder Job Groups: N1 - Office Support (N1)  Rationale for Selections of Pool: Base on the historical data, about 2% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								29.59	40.24	7.80	9.43	22.31	0.45

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: M6 M6 - Health/Medical

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.04	37.64	10.78	10.29	16.10	0.34	100.00	64.04	37.64	10.78	10.29	16.10	0.34
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								64.04	37.64	10.78	10.29	16.10	0.34

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: M7 M7 - Accelerator Operators**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.65	39.87	7.88	7.67	23.77	0.56	85.00	26.90	33.89	6.69	6.52	20.20	0.48
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	6.54	24.30	4.67	6.54	13.08	0.00	15.00	0.98	3.64	0.70	0.98	1.96	0.00
	Source of Data: Feeder Job Groups: M2 - Mechanical Technician (M2), M3 - Electronic Technician (M3)  Rationale for Selections of Pool: Base on the historical data, about 15% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								27.88	37.54	7.40	7.50	22.17	0.48



# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: N1 N1 - Office Support**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	69.78	41.34	13.90	9.68	17.43	0.24	80.00	55.82	33.07	11.12	7.74	13.94	0.19
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	64.58	66.67	33.33	14.58	12.50	6.25	20.00	12.92	13.33	6.67	2.92	2.50	1.25
	Source of Data: Feeder Job Groups: N3 - Human Resources Support (N3), N6 - Purchasing Support (N6), N7 - Other Support (N7)  Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								68.74	46.41	17.79	10.66	16.44	1.44

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: N3 N3 - Human Resources Support**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	80.27	49.45	18.49	11.49	16.16	3.05	100.00	80.27	49.45	18.49	11.49	16.16	3.05
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								80.27	49.45	18.49	11.49	16.16	3.05

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: N6 N6 - Purchasing Support**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.09	51.93	16.97	15.40	18.60	0.93	100.00	34.09	51.93	16.97	15.40	18.60	0.93
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								34.09	51.93	16.97	15.40	18.60	0.93

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: N7 N7 - Other Support

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	14.35	52.07	24.05	17.38	9.84	0.52	100.00	14.35	52.07	24.05	17.38	9.84	0.52
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								14.35	52.07	24.05	17.38	9.84	0.52

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: 01 01 - Machine Shop

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	4.82	38.73	6.77	15.78	15.28	0.71	100.00	4.82	38.73	6.77	15.78	15.28	0.71
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								4.82	38.73	6.77	15.78	15.28	0.71

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: 02 02 - Crafts/Trades

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	4.15	34.22	7.93	14.97	9.94	1.14	90.00	3.74	30.80	7.13	13.47	8.95	1.03
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	13.49	22.33	3.72	7.44	11.16	0.00	10.00	1.35	2.23	0.37	0.74	1.12	0.00
	Source of Data: Feeder Job Groups: L7 - Technical Associate (L7), O1 - Machine Shop (O1)  Rationale for Selections of Pool: Base on the historical data, about 10% of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								5.09	33.03	7.50	14.21	10.07	1.03

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: 03 03 - Mechanics Repair

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	10.84	41.93	7.47	11.50	22.11	0.19	100.00	10.84	41.93	7.47	11.50	22.11	0.19
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								10.84	41.93	7.47	11.50	22.11	0.19

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

**Job Group: P1 P1 - Semi-Skilled**

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	7.78	45.62	17.36	18.65	8.79	0.67	95.00	7.39	43.34	16.49	17.72	8.35	0.63
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	88.95	52.49	33.15	7.18	12.15	0.00	5.00	4.45	2.62	1.66	0.36	0.61	0.00
	Source of Data: Feeder Job Groups: N1 - Office Support (N1)  Rationale for Selections of Pool: Base on the historical data, about 5 of people enter into this job through promotions from these feeder groups.												
							100.00						
Job Group Final Availabilities (%)								11.83	45.96	18.15	18.08	8.96	0.63



# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: Q2 Q2 - Bus Driver

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	38.88	68.99	50.28	10.02	6.78	1.73	100.00	38.88	68.99	50.28	10.02	6.78	1.73
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								38.88	68.99	50.28	10.02	6.78	1.73

# Availability Analysis

Employee Data as of Sept 30 02  
10/04/2002

Job Group: Q3 Q3 - Custodian

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.26	68.66	19.86	31.42	16.33	0.67	100.00	25.26	68.66	19.86	31.42	16.33	0.67
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano  Rationale for Selection of Recruitment Area: Recruiting locally for this job group												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
	Rationale for Selections of Pool: No feeder job groups available												
							100.00						
Job Group Final Availabilities (%)								25.26	68.66	19.86	31.42	16.33	0.67

## Affirmative Action Program

## Appendix D

## Laboratory-Wide Underutilization- Women and People of Color

### NOTE:

The ethnic categories as specified in	
<i>Appendix D</i>	<i>The OFCCP Regulations</i>
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native
Minorities	Men and women of those minority groups for whom EEO-1 reporting is required; i.e., Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan Native.

2003 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	JOB GROUP	TITLE	TOTAL STAFF	SPECIFIC CLASSES	AVAIL. RATE	REP. RATE	UU
OFFICIALS AND MANAGERS	H1	Lab Scientific Management	16	FEMALE	11.56%	12.50%	
				MINORITIES	9.34%	6.25%	YES
				BLACK	1.34%	0.00%	YES
				HISPANIC	1.36%	6.25%	
				ASIAN	6.50%	0.00%	YES
				NATIVE AMERICAN	0.14%	0.00%	YES
	H3	Administrative Management	34	FEMALE	51.53%	73.53%	
				MINORITIES	18.39%	14.71%	YES
				BLACK	6.65%	2.94%	YES
				HISPANIC	4.51%	0.00%	YES
				ASIAN	6.96%	11.76%	
				NATIVE AMERICAN	0.26%	0.00%	YES
	H4	Technical Management	33	FEMALE	25.95%	21.21%	YES
				MINORITIES	23.96%	12.12%	YES
				BLACK	5.81%	3.03%	YES
				HISPANIC	6.05%	3.03%	YES
				ASIAN	11.46%	6.06%	YES
				NATIVE AMERICAN	0.64%	0.00%	YES
	H6	Other Management	27	FEMALE	37.41%	25.93%	YES
				MINORITIES	21.72%	14.81%	YES
				BLACK	5.92%	7.41%	
				HISPANIC	5.59%	0.00%	YES
				ASIAN	9.73%	7.41%	YES
				NATIVE AMERICAN	0.37%	0.00%	YES
SCIENTIFIC PROFESSIONALS	J1	Bio Medical Scientist	116	FEMALE	41.75%	43.97%	
				MINORITIES	18.21%	31.90%	
				BLACK	2.16%	0.86%	YES
				HISPANIC	3.11%	1.72%	YES
				ASIAN	12.56%	29.31%	
				NATIVE AMERICAN	0.38%	0.00%	YES
	J2	Chemist	41	FEMALE	28.48%	12.20%	YES
				MINORITIES	20.09%	21.95%	
				BLACK	5.92%	0.00%	YES
				HISPANIC	3.29%	0.00%	YES
				ASIAN	10.53%	21.95%	
				NATIVE AMERICAN	0.27%	0.00%	YES
	J3	Physicist	209	FEMALE	12.94%	8.13%	YES
				MINORITIES	11.12%	19.14%	
				BLACK	2.43%	1.44%	YES
				HISPANIC	2.37%	3.35%	
				ASIAN	6.02%	14.35%	
				NATIVE AMERICAN	0.30%	0.00%	YES
	J4	Computer Science	65	FEMALE	21.47%	12.31%	YES
				MINORITIES	22.32%	18.46%	YES
				BLACK	2.46%	1.54%	YES
				HISPANIC	2.58%	1.54%	YES
				ASIAN	16.95%	15.38%	YES
				NATIVE AMERICAN	0.32%	0.00%	YES

UU: Yes- where Representation rate is LESS than Availability rate

2003 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	JOB GROUP	TITLE	TOTAL STAFF	SPECIFIC CLASSES	AVAIL. RATE	REP. RATE	UU
	J5	Engineers	19	FEMALE	8.56%	0.00%	YES
				MINORITIES	11.76%	26.32%	
				BLACK	1.83%	0.00%	YES
				HISPANIC	1.67%	0.00%	YES
				ASIAN	8.11%	26.32%	
				NATIVE AMERICAN	0.15%	0.00%	YES
	J6	Other Scientist/Engineer	93	FEMALE	22.57%	12.90%	YES
				MINORITIES	13.70%	32.26%	
				BLACK	1.36%	1.08%	YES
				HISPANIC	2.46%	2.15%	YES
				ASIAN	9.45%	29.03%	
				NATIVE AMERICAN	0.43%	0.00%	YES
	J7	Economics	37	FEMALE	37.69%	8.11%	YES
				MINORITIES	16.93%	21.62%	
				BLACK	6.67%	2.70%	YES
				HISPANIC	4.33%	0.00%	YES
				ASIAN	5.49%	18.92%	
				NATIVE AMERICAN	0.39%	0.00%	YES
ADMINISTRATIVE PROFESSIONALS	K1	Administrative Support	105	FEMALE	50.37%	84.76%	
				MINORITIES	32.33%	28.57%	YES
				BLACK	11.65%	7.62%	YES
				HISPANIC	7.38%	4.76%	YES
				ASIAN	12.48%	16.19%	
				NATIVE AMERICAN	0.63%	0.00%	YES
	K2	Human Resources	27	FEMALE	72.80%	85.19%	
				MINORITIES	27.22%	40.74%	
				BLACK	6.96%	14.81%	
				HISPANIC	8.41%	11.11%	
				ASIAN	11.08%	14.81%	
				NATIVE AMERICAN	0.48%	0.00%	YES
	K3	Financial Support	46	FEMALE	42.61%	63.04%	
				MINORITIES	25.47%	52.17%	
				BLACK	5.00%	19.57%	
				HISPANIC	5.92%	6.52%	
				ASIAN	14.09%	23.91%	
				NATIVE AMERICAN	0.38%	2.17%	
	K4	Legal	4	FEMALE	31.51%	50.00%	
				MINORITIES	11.82%	25.00%	
				BLACK	3.27%	0.00%	YES
				HISPANIC	3.29%	25.00%	
				ASIAN	4.99%	0.00%	YES
				NATIVE AMERICAN	0.20%	0.00%	YES
	K5	Technical Editor	27	FEMALE	48.14%	51.85%	
				MINORITIES	17.12%	18.52%	
				BLACK	5.32%	3.70%	YES
				HISPANIC	4.25%	0.00%	YES
				ASIAN	7.30%	14.81%	
				NATIVE AMERICAN	0.04%	0.00%	YES
	K6	Other Admin Professional	36	FEMALE	78.47%	75.00%	YES
				MINORITIES	33.35%	11.11%	YES
				BLACK	9.64%	0.00%	YES
				HISPANIC	9.27%	2.78%	YES
				ASIAN	13.57%	8.33%	YES
				NATIVE AMERICAN	0.41%	0.00%	YES

UU: Yes- where Representation rate is LESS than Availability rate

2003 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	JOB GROUP	TITLE	TOTAL STAFF	SPECIFIC CLASSES	AVAIL. RATE	REP. RATE	UU
TECHNICAL PROFESSIONALS	L1	Information Technicians	333	FEMALE	27.93%	22.52%	YES
				MINORITIES	29.32%	29.13%	YES
				BLACK	4.53%	6.01%	
				HISPANIC	3.67%	3.90%	
				ASIAN	20.59%	18.32%	YES
				NATIVE AMERICAN	0.18%	0.90%	
	L2	Mechanical Engineer	52	FEMALE	8.59%	9.62%	
				MINORITIES	16.63%	17.31%	
				BLACK	2.77%	1.92%	YES
				HISPANIC	4.56%	0.00%	YES
				ASIAN	8.99%	15.38%	
				NATIVE AMERICAN	0.31%	0.00%	YES
	L3	Electrical Engineer	37	FEMALE	10.46%	0.00%	YES
				MINORITIES	15.33%	10.81%	YES
				BLACK	2.45%	2.70%	
				HISPANIC	1.80%	2.70%	
				ASIAN	10.91%	5.41%	YES
				NATIVE AMERICAN	0.17%	0.00%	YES
	L4	Environmental Health & Safety	46	FEMALE	22.21%	39.13%	
				MINORITIES	12.44%	28.26%	
				BLACK	3.38%	4.35%	
				HISPANIC	3.36%	4.35%	
				ASIAN	5.70%	19.57%	
				NATIVE AMERICAN	0.00%	0.00%	
	L5	Facilities	42	FEMALE	29.48%	11.90%	YES
				MINORITIES	25.35%	23.81%	YES
				BLACK	3.80%	0.00%	YES
				HISPANIC	5.82%	2.38%	YES
				ASIAN	15.31%	21.43%	
				NATIVE AMERICAN	0.28%	0.00%	YES
	L7	Technical Associate	188	FEMALE	26.78%	15.43%	YES
				MINORITIES	29.31%	21.81%	YES
				BLACK	3.80%	3.19%	YES
				HISPANIC	7.00%	7.45%	
				ASIAN	18.04%	11.17%	YES
				NATIVE AMERICAN	0.40%	0.00%	YES
	L8	Research Associate	155	FEMALE	41.73%	48.39%	
				MINORITIES	14.82%	34.19%	
				BLACK	3.92%	2.58%	YES
				HISPANIC	3.18%	5.16%	
				ASIAN	7.33%	25.16%	
				NATIVE AMERICAN	0.37%	1.29%	

UU: Yes- where Representation rate is LESS than Availability rate

2003 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	JOB GROUP	TITLE	TOTAL STAFF	SPECIFIC CLASSES	AVAIL. RATE	REP. RATE	UU
TECHNICIANS	M1	Computer Technician	7	FEMALE	26.98%	0.00%	YES
				MINORITIES	33.35%	85.71%	
				BLACK	6.26%	28.57%	
				HISPANIC	4.74%	14.29%	
				ASIAN	21.60%	42.86%	
				NATIVE AMERICAN	0.51%	0.00%	YES
	M2	Mechanical Technician	61	FEMALE	9.49%	1.64%	YES
				MINORITIES	25.98%	16.39%	YES
				BLACK	3.92%	1.64%	YES
				HISPANIC	9.71%	6.56%	YES
				ASIAN	11.13%	8.20%	YES
				NATIVE AMERICAN	0.78%	0.00%	YES
	M3	Electronic Technician	46	FEMALE	16.12%	13.04%	YES
				MINORITIES	41.33%	34.78%	YES
				BLACK	8.13%	8.70%	
				HISPANIC	7.78%	6.52%	YES
				ASIAN	24.25%	19.57%	YES
				NATIVE AMERICAN	1.04%	0.00%	YES
	M4	Other Technician	56	FEMALE	38.94%	50.00%	
				MINORITIES	39.08%	55.36%	
				BLACK	10.47%	10.71%	
				HISPANIC	8.91%	16.07%	
				ASIAN	19.07%	26.79%	
				NATIVE AMERICAN	0.58%	1.79%	
	M5	Design/Graphic	26	FEMALE	29.59%	50.00%	
				MINORITIES	40.24%	42.31%	
				BLACK	7.80%	7.69%	YES
				HISPANIC	9.43%	11.54%	
				ASIAN	22.31%	19.23%	YES
				NATIVE AMERICAN	0.45%	3.85%	
	M6	Health/Medical	21	FEMALE	64.04%	14.29%	YES
				MINORITIES	37.64%	61.90%	
				BLACK	10.78%	33.33%	
				HISPANIC	10.29%	4.76%	YES
				ASIAN	16.10%	23.81%	
				NATIVE AMERICAN	0.34%	0.00%	YES
	M7	Accelerator Operator	14	FEMALE	27.88%	0.00%	YES
				MINORITIES	37.54%	14.29%	YES
				BLACK	7.40%	7.14%	YES
				HISPANIC	7.50%	7.14%	YES
				ASIAN	22.17%	0.00%	YES
				NATIVE AMERICAN	0.48%	0.00%	YES

UU: Yes- where Representation rate is LESS than Availability rate

2003 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	JOB GROUP	TITLE	TOTAL STAFF	SPECIFIC CLASSES	AVAIL. RATE	REP. RATE	UU
OFFICE SERVICES	N1	Office Support	181	FEMALE	69.78%	88.95%	
				MINORITIES	41.34%	52.49%	
				BLACK	13.90%	33.15%	
				HISPANIC	9.68%	7.18%	YES
				ASIAN	17.43%	12.15%	YES
				NATIVE AMERICAN	0.24%	0.00%	YES
	N3	Human Resources Support	20	FEMALE	80.27%	80.00%	YES
				MINORITIES	49.45%	80.00%	
				BLACK	18.49%	45.00%	
				HISPANIC	11.49%	10.00%	YES
				ASIAN	16.16%	25.00%	
				NATIVE AMERICAN	3.05%	0.00%	YES
	N6	Purchasing Support	18	FEMALE	34.09%	72.22%	
				MINORITIES	51.93%	50.00%	YES
				BLACK	16.97%	27.78%	
				HISPANIC	15.40%	11.11%	YES
				ASIAN	18.60%	5.56%	YES
				NATIVE AMERICAN	0.93%	5.56%	
	N7	Other Support	10	FEMALE	14.35%	20.00%	
				MINORITIES	52.07%	70.00%	
				BLACK	24.05%	20.00%	YES
				HISPANIC	17.38%	30.00%	
				ASIAN	9.84%	0.00%	YES
				NATIVE AMERICAN	0.52%	20.00%	
CRAFT WORKERS (SKILLED)	O1	Machine Shop	27	FEMALE	4.82%	0.00%	YES
				MINORITIES	38.73%	25.93%	YES
				BLACK	6.77%	7.41%	
				HISPANIC	15.78%	7.41%	YES
				ASIAN	15.28%	11.11%	YES
				NATIVE AMERICAN	0.71%	0.00%	YES
	O2	Crafts/Trades	62	FEMALE	5.09%	1.61%	YES
				MINORITIES	33.03%	29.03%	YES
				BLACK	7.50%	11.29%	
				HISPANIC	14.21%	12.90%	YES
				ASIAN	10.07%	3.23%	YES
				NATIVE AMERICAN	1.03%	1.61%	
	O3	Machine Repair	24	FEMALE	10.84%	0.00%	YES
				MINORITIES	41.93%	33.33%	YES
				BLACK	7.47%	8.33%	
				HISPANIC	11.50%	12.50%	
				ASIAN	22.11%	8.33%	YES
				NATIVE AMERICAN	0.19%	4.17%	

UU: Yes- where Representation rate is LESS than Availability rate



2003 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	JOB GROUP	TITLE	TOTAL STAFF	SPECIFIC CLASSES	AVAIL. RATE	REP. RATE	UU
OPERATIVES (SEMI-SKILLED)	P1	Semi-Skilled	28	FEMALE	11.83%	7.14%	YES
				MINORITIES	45.96%	50.00%	
				BLACK	18.15%	21.43%	
				HISPANIC	18.08%	21.43%	
				ASIAN	8.96%	7.14%	YES
				NATIVE AMERICAN	0.63%	0.00%	YES
SERVICE WORKERS	Q2	Bus Driver	15	FEMALE	38.88%	33.33%	YES
				MINORITIES	68.99%	80.00%	
				BLACK	50.28%	80.00%	
				HISPANIC	10.02%	0.00%	YES
				ASIAN	6.78%	0.00%	YES
				NATIVE AMERICAN	1.73%	0.00%	YES
	Q3	Custodian	34	FEMALE	25.26%	32.35%	
				MINORITIES	68.66%	76.47%	
				BLACK	19.86%	23.53%	
				HISPANIC	31.42%	38.24%	
				ASIAN	16.33%	14.71%	YES
				NATIVE AMERICAN	0.67%	0.00%	YES

UU: Yes- where Representation rate is LESS than Availability rate

# Affirmative Action Program

## Appendix E

## Definition of Terms

### OVERVIEW

The following terms and definitions are used in the Laboratory's Fiscal Year 2003 Affirmative Action Program (AAP). This list of definitions and terms is not intended to be exhaustive but is limited to those words that are significant to the administration of Affirmative Action/Equal Employment Opportunity (AA/EEO) programs.

### AA/EEO POLICY STATEMENT

Laboratory policy requires a positive, concerted effort to ensure equal employment opportunity for all employees and qualified prospective employees. The Laboratory does not discriminate in any of its policies, procedures, or practices on the basis of race, color, national origin, religion, sex, sexual orientation, disability, age, veteran status, medical condition (as defined in Section 12926 of the California Government Code), ancestry, or marital status; nor does the Laboratory discriminate on the basis of citizenship, within the limits imposed by law, or U.S. Department of Energy (DOE) or University of California regulations. The Laboratory also undertakes affirmative action regarding women, people of color, individuals with disabilities, and covered veterans.

### LIST OF TERMS:

#### Adverse Impact

A substantially different rate of selection in hiring, promotion, or other employment-related personnel actions that work to the disadvantage of a particular race, sex, or ethnic group.

#### Affirmative Action

A concerted effort by Laboratory management to enhance the participation of protected groups that historically have been underrepresented in the work force, i.e., women, people of color, individuals with disabilities, and covered veterans.

#### Applicant

An individual who has submitted requisite application materials for a specific advertised Laboratory position and who meets the minimum qualifications for that position.

#### Applicant Flow

The number of qualified applicants by gender and ethnicity in each job group during the fiscal year.

#### Applicant Pool

A collection of applicants who have applied for a position and who meet the minimum qualifications for that position.

#### Covered Veterans

Individuals who are considered special disabled veterans or veterans of the Vietnam Era, recently separated veterans, or any other veteran who served on active duty during a war or campaign or expedition for which a campaign badge has been authorized.

<b>Equal Employment Opportunity (EEO)</b>	Employees are reminded that it is the Laboratory's policy to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic characteristics) age, citizenship, or status as a covered veteran, special disabled veteran, Vietnam era veteran, recently separated veteran, or any veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities, women, individuals with disabilities, special disabled veterans, and Vietnam era veterans and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, through formally written affirmative action plans.
<b>EEO-1 Categories</b>	These categories are: A. Officials and Managers; B. Professionals; C. Technicians; D. Office and Clerical; E. Skilled Crafts; F. Semi-Skilled; and G. Service Workers.
<b>Fiscal Year (FY)</b>	An official accounting period used by the U.S. Department of Energy (DOE) that runs from October 1 to September 30. The Laboratory uses the same accounting period. The fiscal year is designated by the calendar year in which it ends. For example, FY92 is October 1, 1991 to September 30, 1992.
<b>Individual with a Disability</b>	An individual with a disability is one who has a physical or mental impairment that limits one or more of that person's major life activities, has a record of such impairment, or is regarded as having such impairment.
<b>Internal Posting</b>	A competitive process in which the applicant population is limited to the employees in a designated organizational unit.
<b>Job Group</b>	A grouping of jobs cutting across departmental lines. Jobs that are grouped together with similar job content, wage rates, and promotional opportunities, irrespective of department or line of progression. The job group is the basic unit for successive affirmative action program analyses which will build upon it, including an availability analysis and any employment goals that may be established thereafter.
<b>Major Life Activities</b>	Major life activities means functions such as caring for oneself, performing manual tasks, walking seeing, hearing, speaking, breathing, learning and working. (41CFR 60-741.2)
<b>Numerical Parity</b>	Numerical parity is achieved when underutilization is eliminated, i.e., when representation is at or above availability.
<b>Organizational Units</b>	Officially recognized sections, groups, offices, centers, divisions, and departments that make up the entire Laboratory.

<b>Other Veteran</b>	Other veteran is specified as a veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.
<b>Outreach</b>	Outreach is a long-term process to inform the public about the Laboratory, with an emphasis on building and sustaining a multicultural organization. The process includes sharing the Laboratory's mission, vision, and strategic direction with all segments of society, educating the public about science and research, and informing potential applicants about Laboratory employment and career opportunities.
<b>Performance /Progress Review</b>	A written evaluation of a Laboratory employee's work performance over a specified period of time.
<b>Placement Goal</b>	An objective to attain a percentage of hires (placement rates) comparable to availability pools for protected classes that are underutilized in specific job groups.
<b>Placement Rate</b>	The percentage of hires of a protected class in all open recruitments for a given job group.
<b>Promotion</b>	The change of an employee from one position to another in a classification having a higher salary range maximum.
<b>Protected Class</b>	Legally identified groups that are specifically protected by statute against employment discrimination. Unlike "affected class," which must be demonstrated, protected class status is established by law. Protected class includes, but is not limited to, women, historically underrepresented people of color, disabled individuals, and covered veterans.
<b>Qualified Individual with a Disability</b>	An individual with a disability who is capable of performing the essential functions of a particular job with or without reasonable accommodation to his or her disability.
<b>Qualified Special Disabled Veteran</b>	A special disabled veteran who is capable of performing the essential functions of a particular job with or without reasonable accommodation to his or her disability.
<b>Recently Separated Veteran</b>	Any veteran during the one-year period beginning on the date of such veteran's discharge or release from active duty.
<b>Recruitment Procedures</b>	Methods designed to attract applicants for employment opportunities at the Laboratory, with a particular emphasis directed towards groups that historically may have experienced discrimination, particularly for job groups in which such protected groups are currently underutilized.
<b>Regulations and Procedures Manual (RPM)</b>	This manual identifies Laboratory administrative policies and procedures, defines responsibilities of supervisors and employees, and promotes conformity and consistency in the application of the policies and procedures throughout the Laboratory.

<b>Selection Procedures</b>	Any measure, combination of measures, or procedure, other than a bona fide seniority system, used as a basis for any employment decision. Selection procedures include a full range of assessment techniques from traditional paper and pencil tests, performance tests, training programs, or probationary periods and physical, educational, and work experience requirements through informal or casual interviews and unscored application forms.
<b>Special Disabled Veteran</b>	A person who is entitled to disability and compensation under laws administered by the Veterans Administration (1) for a disability rated at 30% or more, (2) for a disability rated at 10 or 20% in the case of a veteran who has been determined by the Veterans Administration to have a serious employment disability, or (3) for a person who was discharged or released from active duty because of a service-connected or service-aggravated disability.
<b>Statistically Significant</b>	In utilization analyses, identified underutilization is said to be statistically significant if the probability is 5% or less that differences between the utilization rate and the availability rate have occurred as a result of random chance. Statistically significant differences typically occur when the number of employees in a given job group is high, availability is high, and representation is low.
<b>Underutilization</b>	Having fewer women or people of color in a particular job group than would reasonably be expected by their availability.
<b>Utilization Analysis</b>	A comparison between availability estimates and the actual work force for women and people of color in a given job group.
<b>Vietnam Era Veteran</b>	A person who (1) served on active duty for a period of more than 180 days and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred: (i) In the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) Between August 1964 and May 7, 1975, in all other cases; or (2) Was discharged or released from active duty for a service-connected disability if any part of such active duty was performed: (i) In the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) Between August 5, 1964 and May 7, 1975, in all other cases.
<b>Weighted Average</b>	A weighted average is used like a simple average when the populations of the groups in question vary in size. For example, if Job Group 1 has an availability of 50% and Job Group 2 has an availability of 30%, then the simple average availability for the two job groups combined would be 40%. If the job groups have different population sizes, the simple average is not an accurate estimate of the expected percentage composite availability. The appropriate measure of composite availability would be the weighted average. If Job Group 1 contains 100 employees and Job Group 2 contains 50 employees, then the composite availability computed with a weighted average would be $(100 \times 50\% + 50 \times 30\%) \div 150 = 43.3\%$ .

All composite availability estimates will be computed by the weighted average method and will be referred to by the term "aggregate availability."

**Work Force Analysis**

A statistical array of the total number of employees by sex and ethnicity compiled by organizational unit and ranked from the lowest to the highest salary conforming to OFCCP 41 CFR 60-2.11(c).

**Affirmative  
Action  
Program**

**Appendix F**

**Job Group  
Comparisons**

### Appendix F- Old and New Job Groups Comparisons

Old Job Group	Old Job Titles	New Job Group	New Job Titles
A01-Directors	Associate Laboratory Director	H1-Lab Scientific Management	Associate Laboratory Director
	Laboratory Director		Laboratory Director
			Major Scientific Management/H5-Significant Sci. Mgm
	Deputy Director		Deputy Director
	Division Director		Division Director
A03-Admin. Management	Management I,II,III	H3-Admin. Management	Human Resources Mgm 1,2
	Program Manager, SR		Mgr Cost Accounting
	Project Manager		Mgr Disbursements
	Program Mgt E/S Staff Sci 3		Mgr Subcontracts
			Mgr Contracts
			Sr Mgr Sponsored Project Officer
	Budget Analyst IV		Manager Accounting
			Audit Group Leader
	Administrative Specilast 5		Sr Manager Financial Services/
	Administrator 5		Manager Financial Analysis
	Patent Advisor II, III		
A05-Technical Management	Fire Chief	H4-Technical Management	Fire Chief
	Supervisor-Sequencing		Program Manager Sr.
	Technical Supervisor, Superintendent, Manager		Computer System Manager II,III
	Engineering Management I,II		Engineering Management 1,2
			EH&S Manager 1, 2, 3
			Computer Systems Manager I
B01-Bio-medical Science	Biochemist	J1-Bio-Medical Scientist	Biochemist
	Biologist		Biologist
	Biophysicist		Biophysicist
	Geneticist		Geneticist
	Physiologist		Physiologist
	Medical Scientists		Medical Scientists
	Computational Scientist		
	Sr Physician II/Occupational Physician		Physician
B02-Chemistry	Chemists	J2-Chemistry	Chemists
B03-Physics	Physicists	J3-Physist	Physicists
B04-Comp.Sci/Math/Stat	Computer Scientists	J4-Computer Scientist	Computer Scientists
	Computer Systems Engineer, Trainee, I,II,III,IV		Computational Sci
	Computer Systems Manager I		
	Sr Computer Sci/Math Prog I		
	Math/Statistician		Math/Statistician
	Computer Systems Manager II,III		
B05-Elec'l/Electronics Eng.	Electrical Engineer 1,2,3,4,5,6/Electronic Staff Engr	L3-Electrical Engineer	Electrical Engineer 1,2,3,4,5,6
	Electronic Staff Engineers		
	IC Design Engineer 1,2,3,4,5,6		IC Design Engineer 1,2,3,4,5,6
B06-Mechanical Engineering	Mechanical Engineer/Staff/Sr	L2-Mechanical Engineering	Mechanical Engineers 1,2,3,4,5,6
	Mechanical Engineer 1,2,3,4,5,6		Systems Engineer 1,2,3,4,5,6



## Appendix F- Old and New Job Groups Comparisons

Old Job Group	Old Job Titles	New Job Group	New Job Titles
B07-Other Eng. & Earth Sci.	Geological Scientist	J6-Other Scientist/Engineer	Geological Scientist
	Geological Engineer		Geological Engineer
	Chemical Engineer		Chemical Engineer
	Materials Scientist		Materials Scientist
	Systems Engineer 4,6		Electronic Engr Post Doc Fell
			Mechanical Engr Post Doc Fell
B08-Facilities Engineers	Facil Project Manager I, II, Chief	L5-Facilities	Facil Project Manager I, II, Chief
	Facilities Estimator I, II, III, Chief/		Facilities Estimator I, II, III, Chief/
	Facilities Planner I, II, Chief		Facilities Planner I, II, Chief
	Facilities Architect I, II, Chief		Facilities Architect I, II, Chief
	Facil Civil/Struct Engr I, II, Chief		Facil Civil/Struct Engr I, II, Chief
	Facil Electrical Engr I, II, Chief/		Facil Electrical Engr I, II, Chief/
	Facil Energy Mgmt Engr I, II, Chief		Facil Energy Mgmt Engr I, II, Chief
	Facil Mechanical Engr I,II, Chief		Facil Mechanical Engr I,II, Chief
B09-Economics/Analysis	Architects	J7-Economics	Architects
	Energy/Env Policy		Energy/Env Policy
			Pgm Mgt E/S Staff Sci 3
B10-Tech. Editing/Writing	Tech Info Specialist I,II,III,IV,V	K5-Technical Editor	Tech Info Specialist I,II,III,IV,V
	Tech Editor and Writer I,II,III,IV,V		Tech Editor and Writer I,II,III,IV,V
	Writer/Editor I,II,III		Writer/Editor I,II,III
B11-Research Associate	Research Assoc, Sr, Principal, Staff/	L8-Research Associate	Research Assoc, Sr, Principal, Staff/
	Sequencing Lead		Sequencing Lead
	Sequencing Specialist		Sequencing Specialist
B13-Administrators/Analysts	Budget Analyst I,II,III,IV	K6-Other Admin Professional	Budget Analyst I,II,III,IV
	Administrator 2,3,4,5		Administrator 2,3,4,5
	Administrative Specialist 2,3,4,5		Administrative Specialist 2,3,4,5
	Educational Program Admin		Educational Program Admin
	Exec Secretary to Director		
B16-Environ't H'lth & Safety	EH&S Professional 1,2,3,4	L4-Environ't H'lth & Safety	Safety Engineer/Specialist 1,2,3,4/
	EH&S Associate 1,2		Sr. EH&S Professional
			Health Physicist 1,2,3,4
			Radiochemist 1,2,3,4
			Waste Mgmt Professional 1,2,3,4
			Air Quality Engineer 1,2,3,4
			Fire Protection Engineer 1,2,3,4
			Industrial Hygienist 1,2,3,4
			Occupational Health Nurse 3,4
			Occupational Med Physician
			Regulatory Compl Eng/Spec 1,2,3,4
C01-Computer Technicians	Digital Computer Oper, Sr, Princ, Spec	M1-Computer Technician	Digital Computer Oper, Sr, Princ, Spec
	Computing Technician, Sr, Princ		Computing Technician, Sr, Princ
C02-Mechanical Technicians	Mechanical Engr Tech I, II, III	M2-Mechanical Technician	Mechanical Engr Tech I, II, III
	Mechanical Engr Associate/Sr		
C03-Electronic Technicians	Electronic Engr Associate, Sr	M3-Electronic Technician	
	Electronics Engr Technologist I,II,III		Electronics Engr Technologist I,II,III

### Appendix F- Old and New Job Groups Comparisons

Old Job Group	Old Job Titles	New Job Group	New Job Titles
C04-Technical Research	Engineering Assistant, Sr	M4-Other Technician	Engineering Assistant, Sr
	Research Technician, Sr, Princ/Research Specialist		Research Technician, Sr, Princ/Research Specialist
	Technical Assistant 1,2		Technical Assistant 1,2
	Lead Technologist		Lead Technologist
			Technical Coordinator Asst/Tech Coordinator Sr Asst
C05-Design/Graphics	Photographic Specialist I,II,III,IV	M5-Design/Graphics	Photographic Specialist I,II,III,IV
	Design Drafter II/Designer III		Drafter I/Design Drafter II/Designer III
	Graphic Arts Technician,Sr,Princ		Graphic Arts Technician,Sr,Princ
	Tech Illustrator I,II,III,IV		Tech Illustrator I,II,III,IV
	Engineering Assistant		
	Printer 2,3		Duplication/Bindery Oprtr 1,2,3
			Document Control Coordinator 1,2,3
C06-Health/Medical	Occupational Health Nurse I,II	M6-Health/Medical	Occupational Health Nurse I,II
	Occupational Health Nurse II,III		
	Health/Safety Tech, Sr, Principal, Specialist/		Health/Safety Tech, Sr, Principal, Specialist/
	Animal Technician 1,2,3		Animal Technician 1,2,3
	Medical Laboratory Tech I,II		Medical Laboratory Tech I,II
	Chief Res Clinical Lab Tech		Radiation Safety Tech, Princ, Spec
C07-Technical Associates	Plant/Facil Engr Assoc, Sr	L7-Technical Associate	Plant/Facil Engr Assoc, Sr
	Scientific Engr Assoc, Sr		Scientific Engr Assoc, Sr
	Technical Supervisor		Mechanical Engineers Assoc, Sr
			Eletronics Engr Assoc, Sr
			EH&S Associate, Senior
			Project Mgr
			Program Mgr
			Tech Supervisor
			Tech Superintendent
			Tech Mgr
			Tech Chief
			Supervisor-Sequencing
C08-Accelerator Operators	Accelerator Oper Principal, Accelerator Operator	M7-Accelerator Operators	Accelerator Oper Principal, Accelerator Operator
D01-Office Services	Clerical Assistant I,II	N1-Office Support	Clerical Assistant I,II
	Adm Assistant I,II,III		Adm Assistant I,II,III
	Adm Assistant III (Confidential)		Admin Asst I,II,III (Confidential)
	Purchasing Assistant II,III		
	Payroll Assistant III (Confidential)		Payroll Assistant II,III (Confidential)
	Dispatcher Emergency Comm		
	Material Handler 3		
	Finance/Budget Asst I,II,III		Finance/Budget Asst I,II,III
	Travel Assistant I,II,III		Travel Assistant I,II,III
	Payroll Assistant II,III		Payroll Assistant II,III
	Executive Assitant I (Confidential)		Executive Assistant I,III (Confidential)
	Executive Assitant I (Confidential)		
	Human Resources Asst II,III		
D02-Office Specialists/Supervisors	Administrator 1		

### Appendix F- Old and New Job Groups Comparisons

Old Job Group	Old Job Titles	New Job Group	New Job Titles
	Supervisor Admin Services 2,3		
E01-Machinist	Machinists I,II,III	O1-Machine Shop	Machinists I,II,III
E02-Crafts/Trades	Planner Estimator	O2-Crafts/Trades	Planner Estimator
	Air Cond/Refrig Mech		Air Cond/Refrig Mech
	Rigger/Lead Rigger		Rigger/Lead Rigger
	Carpenter/Carpenter Lead		Carpenter/Carpenter Lead
	Electrician/Electrician Lead		Electrician/Electrician Lead
	Painter/Painter Lead		Painter/Painter Lead
	Plumber Fitter/Plumber Fitter Lead		Plumber Fitter/Plumber Fitter Lead
	Sheet Metal Worker/Lead		Sheet Metal Worker/Lead
	Welder/Welder Lead		Welder/Welder Lead
			Elevator Mechanic
			Lighting Technician
E03-Mechanics/Repair	Plant Maintenance Tech Princ/Spec/Lead	O3-Mechanics Repair	Plant Maintenance Tech Princ/Spec/Lead
F01-Semi-skilled	Material Specialist/ NE	P1-Semi-skilled	Material Specialist/ NE
	Garage Attendant		Garage Attendant
	Truck Driver Light/Truck Driver/Truck Driver Lead		Truck Driver Light/Truck Driver/Truck Driver Lead
	Laborers/Intermediate/Senior/Crew Leader		Laborers/Intermediate/Senior/Crew Leader
	Laborers Specialist		Laborers Specialist
	Plant Assistants I,II		Plant Assistants I,II
	Print Room Operator Sr, Princ		
			Gardener Specialist
G02-Bus Drivers	Bus Drivers/Bus Driver Lead	Q2-Bus Driver	Bus Drivers/Bus Driver Lead
G03-Custodians	Custodian/Custodian Sr	Q3-Custodian	Custodian/Custodian Sr
NEW GROUP		H6-Other Management	Management I,II,III
NEW Group		J5-Engineers	Electronic Engineer
			Mechanical Engineer
NEW GROUP		L1-Information Technician	Computer Systems Engineer Trainee,I,II,III,IV
NEW GROUP		N3-Human Resources Support	Human Resources Asst I,II,III
NEW GROUP		N6-Purchasing Support	Purchasing Assistant I,II,III
NEW GROUP		N7-Other Support	Material Handler 1,2,3
			Dispatcher Emergency Comm
NEW GROUP		K1-Administrative Support	Resources Analyst, Sr, Principal
			Admin Services Trainee
			Admin Trainee
			Business Systems Specialist
			Supervisor Admin Scvs/Sr Supervisor Admin Scvs
			Administrative Manager/Sr Administrative Manager
			Business Manager
			Administrator/Sr. Administrator
			Business Systems Manager
			Mgr Travel & Conferences
			Travel Specialist
			Assistant Conference Planner/Sr Conference Planner

### Appendix F- Old and New Job Groups Comparisons

Old Job Group	Old Job Titles	New Job Group	New Job Titles
NEW GROUP		K2-Human Resources	Compensation Analyst, Associate, Senior, Principal
			HRIS Analyst, Associate, Senior, Principal
			Policies Analyst
			HR Generalist, Associate, Senior, Principal
			Payroll Specialist
			Payroll Supervisor/Benefits Supervisor/IRSO Supervisor
			Associate Recruitor/Recruiter, Senior, Principal
			Associate LER Advisor/LER Advisor/Senior LER Advisor/LER Consultant
			Benefits Representative
			Senior IRSO Advisor
NEW GROUP		K3-Financial Support	Subcontracts Administrator, Assoc,Sr,Pr
			Accountant, Assoc, Senior, Principal
			Auditor, Specialist/Senior Auditor/Principal Auditor
			Financial Analyst, Assoc, Senior, Principal
			Principal Contracts Officer
NEW GROUP		K4-Legal	Patent Advisor I,II,III